

## The Company's Board diversity policy and current implementation status:

### (a) The diversity policy and objectives of the Board of Directors

- ① Diversity Policy: The Company has established the "Corporate Governance Principles of Far Eastern New Century Corporation." Article 11 stipulates that the composition of the Board shall be determined by taking diversity into consideration.
- ② The nomination and selection of board members: Conducted through a candidate nomination system, this process complies with the "Director Election Measures," "Corporate Governance Code," and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." It evaluates the educational and professional backgrounds, suitability, and independence of each director to meet regulatory requirements. The selection of directors also considers the Company's diversity goals and stakeholder opinions. Basic requirements and values: Gender, age, and nationality. The Company's board currently consists of 15 members, all of whom possess extensive knowledge in management, leadership, decision-making, and various risk management-related industries. The educational and professional backgrounds include specialties in law, finance and accounting, economics, and sales, aligning with the GICS framework.
- ③ Current implementation status: Independent Directors constitute one-third of the board seats (currently five, consisting one-third of the board seats and will continue to increase the proportion of independent directors). Regarding gender diversity, the board includes at least one female Director (currently two and will continue increasing the proportion of Directors of different genders). Board diversity on nationality and ethnicity (currently there are two citizens from United States and will continue increasing the proportion of Directors with international background).

Diverse Key Items Name	Name Age (years old)	Gender	Nationality or Record of Birth	GICS Level Main industry experience	1	2	3	4	5	6	7	8
					Leadership & decision- making	Operational judgement	Finance & accounting	Business & economy	Risk management	Industrial know-how	International perspectives	Technology Information
Douglas Tong Hsu	Above 80	Male	R.O.C	25 Consumer Discretionary	✓	✓	✓	✓	✓	✓	✓	✓
Johnny Hsi	70~79	Male	R.O.C	25 Consumer Discretionary	✓	✓	✓	✓	✓	✓	✓	✓
Peter Hsu	70~79	Male	R.O.C	45 Information Technology	✓	✓	✖	✓	✓	✓	✓	✓

Shaw Y. Wang	Above 80	Male	R.O.C	25 Consumer Discretionary	✓	✓	✓	✓	✓	✓	✓	※
Jeff Hsu	40~49	Male	U.S.A	20 Industrials	✓	✓	※	✓	✓	✓	✓	※
Richard Yang	50~59	Male	R.O.C	40 Financials	✓	✓	✓	✓	✓	✓	✓	※
Tonia Katherine Hsu	50~59	Female	U.S.A	25 Consumer Discretionary	✓	✓	※	✓	✓	✓	✓	※
Kwan-Tao Li	70~79	Male	R.O.C	20 Industrials	✓	✓	※	✓	✓	✓	✓	※
Alice Hsu	70~79	Female	R.O.C	25 Consumer Discretionary	✓	✓	※	✓	✓	✓	✓	※
Champion Lee	70~79	Male	R.O.C	40 Financials	✓	✓	✓	✓	✓	✓	✓	※
Shu-Chieh Huang	60~69	Male	R.O.C	40 Financials	✓	✓	✓	✓	✓	✓	✓	✓
Raymond R. M. Tai	Above 80	Male	R.O.C	20 Industrials	✓	✓	※	✓	✓	※	✓	※
Way Kuo	70~79	Male	R.O.C	20 Industrials	✓	✓	※	✓	✓	※	✓	✓
Chung-Shu Wu	60~69	Male	R.O.C	40 Financials	✓	✓	✓	✓	✓	※	✓	※
Sy-Ming Guu	60~69	Male	R.O.C	25 Consumer Discretionary	✓	✓	※	✓	✓	※	✓	※

Note 1: ※ indicates the member of the Board of Directors who is moderately capable

Note 2: The Company's board currently proportion of female directors is 2 out of 15, and the proportion of different citizenship Directors is also 2 out of 15

Note 3: Among the five independent directors, one has a tenure of 4 to 6 years, while the remaining four have tenures of 0 to 3 years.

Note 4: In accordance with the DJSI definition of director types, FENC current 15-member board includes 3 Executive Directors: Douglas Tong Hsu, Shaw Y. Wang, and Jeff Hsu; 5 Independent Directors: Shu-Chieh Huang, Raymond R. M. Tai, Way Kuo, Chung-Shu Wu, and Sy-Ming Guu; 7 non-Executive Directors: Johnny Hsi, Peter Hsu, Richard Yang, Tonia Katherine Hsu, Alice Hsu, Kwan-Tao Li, and Champion Lee. All the above are classified in line with DJSI standards.

## (b) The independence of the Board of Directors

The Company's 25<sup>th</sup> Board of Directors has 15 Directors, including 5 Independent Directors, representing one-third of the board seats, the proportion and independence of the Board of Directors complies with "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies", The Company's board regularly reviews the qualifications and independence of independent directors.

None of a spousal or a familial relationship within the second degree of kinship exist among the Independent Directors or between the Independent Directors and Directors. There are nine Directors, more than half of the Directors, who has none of a spousal or a familial relationship within the second degree of kinship in accordance with the paragraph 3 and 4 of Article 26-3 of Securities and Exchange Act. Six Directors have a spousal or a familial relationship within the second degree of kinship.

**(c) The qualifications of Directors & the independence of Independent Directors**

Item Name	Professional qualification(Q) and experience(E)	Independence	Serve as Independent Director at other public companies
Douglas Tong Hsu	Q: Operational management; leadership & decision-making; business & economy Chairman of ACC, OUCC, U-Ming, FEDS, FET; Vice Chairman of FEIB	Not Applicable	None
Johnny Hsi	Q: Operational management; leadership & decision-making; industrial know-how E: Chairman of Everest Textile; Vice Chairman of OUCC; Director of ACC and CTCI Corporation		
Peter Hsu	Q: Operational management; leadership & decision-making; information technology E: Vice Chairman of FET; Director of ACC and U-Ming		
Shaw Y. Wang	Q: Operational management; business & economy; social welfare development E: Executive Director of Group Foundation; Executive Director of FEIB		
Jeff Hsu	Q: Operational management; innovation development; international perspectives E: Chief Innovation Officer of Far Eastern Group; Director of FET, Director & Executive Vice President of U-Ming		
Richard Yang	Q: Operational management; financial investment; business & economy E: Managing Director of Surfview Capital Ltd		
Tonia Katherine Hsu	Q: Operational management; marketing strategy; cultural and creative industries development E: Director of Asia Eastern University of Science and Technology & Far Eastern Memorial Hospital		
Kwan-Tao Li	Q: Intellectual property law & other laws; operational management; social welfare development E: Chief Senior Counselor of Lee and Li, Attorney-at-law; Director of ACC		
Alice Hsu	Q: Operational management; consumer & retail industry; fashion design E: President of FEDS		
Champion Lee	Q: Operational management; finance & accounting; business & economy E: Director of ACC, FET and U-Ming; Senior Executive Vice President of FENC's Finance Department		
Shu-Chieh Huang	Q: Finance & accounting; operational management; business & economy E: CEO of Deloitte & Touche, Taiwan; Independent Director of Accton Technology Corporation	All Independent Directors complied with the below,  1. In accordance with the regulations under Article 14-2 of the "Securities and Exchange Act" and "Regulations	1

Raymond R. M. Tai	Q: Diplomatic relations; administrative law; international perspectives E: Ambassador Extraordinary and Plenipotentiary, Embassy of the R.O.C.(Taiwan) to the Holy See; Deputy Secretary-General to the President and Spokesperson, Office of the President R.O.C.(Taiwan)	Governing Appointment of Independent Directors and Compliance Matters for Public Companies"	None
Way Kuo	Q: Electronic Engineering; operational management; international perspectives E: President of City University of Hong Kong; Dean of College of Engineering in University of Tennessee	2. None of the Independent Director, his spouse or relatives within the second degree of kinship are hired by the Company and its affiliates as a Director, a Supervisor or an employee. 3. None of the Independent Director (or under others' names), his spouse or minor children hold the Company's shares.	None
Chung-Shu Wu	Q: business & economy; operational management; sustainable development E: Chairman of Taiwan Academy of Banking and Finance; President of Chung-Hua Institution for Economic Research; Independent Director of Phihong Technology Co., Ltd & Cheng Shin Rubber Ind. Co., Ltd	4. The Independent Director has not provided any commercial, legal, financial, accounting services to the Company or its affiliates in recent two years.	2
Sy-Ming Guu	Q: Operational management; operational management; sustainable development E: Dean of Academic Affairs, Yuan Ze University; Dean of College of Management, Chang Gung University; Chairman of Mytrex Health Technologies, Inc.		None

Note: All Directors do not violate any clause under Article 30 of Company Act.

\*In case of any discrepancy between this English translation and the Chinese text of this document, the Chinese text shall prevail.