

Symtek Automation Asia Co., Ltd.  
Board of Directors Independence and Professionalism

On August 12, 2022, our company (short as SAA) had established a "Nomination Committee" and adopted a "candidate nomination system" in accordance with the company's articles of association. All director candidates will be nominated and their qualifications will be reviewed in accordance with the regulations. After being approved by the board of directors, they will be submitted to the shareholders' meeting for election.

Board members should generally possess the knowledge, skills, and qualities necessary to perform their duties, and the abilities it possesses are as follows:

- I. Operational judgment ability.
- II. Accounting and financial analysis skills.
- III. Business management capabilities.
- IV. Crisis Management Capabilities.
- V. Industry Knowledge.
- VI. International Market Perspective.
- VII. Leadership skills.
8. Decision-making ability.
- IX. Risk Management Knowledge and Skills.

More than half of the seats on the board must be held by members of the board, and none of them should be spouses or relatives within the second degree of kinship. The Board of Directors should consider adjusting the composition of the Board based on the results of performance evaluations.

Board Diversity Policy

To strengthen corporate governance and promote the sound development of the composition and structure of the board of directors, the composition of the company's board of directors should take into account various needs such as the company's operational structure, business development direction, and future development trends, and should also assess various diversified aspects, including but not limited to the following criteria:

I. Basic conditions and values: gender, nationality, age and culture , etc.

II. Professional Knowledge and Skills: Professional Background (e.g., Accounting, Risk Management, Production Management, Strategy, etc.). Industry experience (e.g., semiconductors, investment, education, marketing, etc.).

### Current status of achieving the board's diversity policy's

The tenth board of directors has nine seats, including one female director and four independent directors.

All directors possess extensive operational and management experience in listed companies, or have professional academic backgrounds.

The term of the board of directors ends on June 3, 2028.

The specific management objectives and achievements of diversification of board of directors are as follows:

Diversity objectives:

Re-elected one female director,

Re-elected one semiconductor industry director,

Re-elected one ESG specialist director.

One new director was added to promote the internationalization of the industry.

The target has been achieved: all targets set by the tenth board of directors have been met.

(1) One female director: Director TAN MING CHU .

(2) Semiconductor Industry Director: Director CHIU, MING-CHIEN

(3) One ESG professional director: Director CHIEN, JUNG-KUN

(4) Add a new director to promote the internationalization of the industry: SHEIH, LONG-FON

Future goals: To continue focusing on gender equality in the composition of the board of directors and to strengthen the directors' ESG background scene.

Name	Title	country membership	sex Do n't	member work body point	Term of independent directors		Age range			Industry experience				professional skills			
					3 years by Down	3-9 Year	Below 57	60 to 66	67 and above	Semiconductor	Investment	Education	Marketing	Accounting	Risk Management	Production management	Strategy
WANG, NIEN-CHING	Chairman	China Republic of China	male	V				V			V		V		V	V	
KOON, TIN-YAU	Director	Hongkong	male				V				V		V		V	V	
CHIU, MING-CHIEN	Director	China Republic of China	male				V			V		V	V		V	V	
CHU, JUNG-FU	Director		male					V			V		V				V
TAN, MING-CHU	Director		female						V						V	V	V
HO, CHIEN-TE	Independent Director		male				V		V			V			V		V
CHIEN, JUNG-KUN	Independent Director		male				V		V			V		V	V	V	V

LIU, CHIN- HUNG	Indepen dent Director		mal e			V	V				V			V	V		V
SHEIH, LONG- FON	Indepen dent Director		mal e		V		V				V		V		V		V