

WT Microelectronics Co., Ltd.

Diversified policy and implementation for Board of Directors

The election of directors of the Company adopts the "candidate nomination system". The candidates for directors of the Company are nominated by the board of directors and submitted to the shareholders' meeting for selection after passing the qualification examination. The Company has established a diversification policy of board members in Article 20 of the "Corporate Governance Best Practice Principles". In addition to the requirement that no more than one third of the directors may serve concurrently as the Company's managers, an appropriate diversity policy based on the Company's business operations, operating dynamics, and development needs should be formulated. It is advisable that the policy includes, without being limited to, the following two general standards:

1. Basic requirements and values: Gender, age, nationality, and culture, etc. Among the Board, female directors account for one third of all directors.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, and technology), professional skills, and industry experience.

Professionalism and independence of the board of directors

Each board member shall have the necessary knowledge, skill, and experience to perform his/her duties. To achieve an ideal level of corporate governance, the Board of Directors should be equipped with the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to manage a business.
4. Ability to handle crisis management.
5. Industry knowledge.
6. An understanding of international markets.
7. Leadership ability.
8. Decision-making ability.

The Company re-elected all directors at annual shareholders' meeting on 20 May, 2022, the current Board of Directors of the Company consists of 7 directors, including 3 independent directors, 3 female directors and 2 employees serving as directors, accounting for 43%, 43%, and 29% of the directors, respectively. The management goals for the board diversity policy and the progress are as follows:

Diversity management goal	Progress
No more than one third of the directors may serve concurrently as the Company's managers.	Completed
Attention to gender equality in board composition with 33% or more of the directors being female.	Completed
No independent director serving more than three terms.	Completed
An adequate level of diversity in professional knowledge and skills and professional backgrounds.	Completed

Board diversity policy

Implementation of the board diversity policy is as follows:

■Composition:

Diversification item Name of director	Composition								
	Nationality	Gender	Serving as the Company's employee	Age distribution			Year(s) as independent director		
				Below 60	61 to 69	70 or above	3 years or less	3 to 9 years	9 years or more
Cheng, Wen-Tsung	ROC	Male	V	V					
Hsu, Wen-Hung	ROC	Female	V	V					
Sung Kao, Hsin-Ming	ROC	Female				V			
Lin, Che-Wei	ROC	Male		V					
Cheng, Tien-Chong	ROC	Male				V		V	
Kung, Ju-Chin	ROC	Female		V				V	
Ding, Kung-Wha	ROC	Male			V		V		

■Professional knowledge and skills:

Diversification item Name of director	Professional background				Professional knowledge and skills						
	Accounting	Industry	Finance	Technology	Ability to make sound business judgments	Ability to manage a business	Leadership/Decision-making capability	Industry knowledge	An understanding of international markets	Accounting and financial analysis capability	Ability to respond to a crisis
Cheng, Wen-Tsung		V		V	V	V	V	V	V		V
Hsu, Wen-Hung		V	V		V	V	V	V	V	V	V
Sung Kao, Hsin-Ming		V	V	V	V	V	V	V	V	V	V
Lin, Che-Wei		V		V	V	V	V	V	V		V
Cheng, Tien-Chong		V		V	V	V	V	V	V		V
Kung, Ju-Chin	V		V		V	V	V		V	V	V
Ding, Kung-Wha	V		V		V	V	V		V	V	V