

## **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, and added one seat of independent director through by-election on May 30, 2023. The current Board of Directors of the Company consists of 8 directors, including 4 independent directors, 3 female directors and 2 employees serving as directors, accounting for 50%, 37.5%, and 25% 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<br>Name of director | Composition |        |                                   |                    |                    |                       |                                 |              |                 |
|--|-------------|--------|-----------------------------------|--------------------|--------------------|-----------------------|---------------------------------|--------------|-----------------|
|  | Nationality | Gender | Serving as the Company's employee | Age distribution   |                    |                       | Year(s) as independent director |              |                 |
|  |             |        |                                   | Under 60 years old | 61 to 69 years old | 70 years old 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                  |                    |                       |                                 |              |                 |
| Lin, Che-Wei                             | ROC         | Male   |                                   | V                  |                    |                       |                                 |              |                 |
| Sung Kao, Hsin-Ming                      | ROC         | Female |                                   |                    |                    | V                     |                                 |              |                 |
| Cheng, Tien-Chong                        | ROC         | Male   |                                   |                    |                    | V                     |                                 | V            |                 |
| Kung, Ju-Chin                            | ROC         | Female |                                   | V                  |                    |                       |                                 | V            |                 |
| Ding, Kung-Wha                           | ROC         | Male   |                                   |                    | V                  |                       | V                               |              |                 |
| Chang, Chia-Chi                          | ROC         | Male   |                                   | V                  |                    |                       | V                               |              |                 |

### ■Professional knowledge and skills:

| Diversification item<br>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                              |
| Lin, Che-Wei                             |                         | V        |         | V          | V  | V                            | V                                     | V                  | V   |  | V                              |
| Sung Kao, Hsin-Ming                      |                         | V        | V       | 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                              |
| Chang, Chia-Chi                          | V                       |          | V       |            | V  | V                            | V                                     |                    | V   | V  | V                              |