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 selected and reviewed by the Nomination Committee, which then submits a candidate list to the Board of Directors. After approval by the Board of Directors, the candidates are submitted to the shareholders' meeting for selection. 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 are advised to 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 the annual shareholders’ meeting on 28 May, 2025, and elected one additional director through a by-election at annual shareholders’ meeting on 14 May, 2026. The current term of Board of Directors of the Company consists of 10 directors, including 4 independent directors, 3 female directors and 3 employees of WT Group serving as directors, accounting for 40%, 30%, and 30% 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.	Not Completed (Note)
More than half of the independent directors have not served more than three consecutive terms.	Completed
An adequate level of diversity in professional knowledge and skills and professional backgrounds.	Completed

Note: As the Company elected one additional director through a by-election at the annual shareholders' meeting on 14 May, 2026, the proportion of female directors on the Board decreased to 30%, which has not yet reached the one-third target. The Company will continue to work toward increasing the proportion of female directors on the Board to one third at the next election, so as to further strengthen the gender diversity of the Board of Directors.

Board diversity policy

Implementation of the board diversity policy is as follows:

■Composition:

Diversification item / Name of director	Composition								
	Nationality	Gender	Serving as the Group'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			
Omar Baigmirza	Canada	Male	V	V					
Jen-Hu Huang	ROC	Male				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 / 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
Omar Baigmirza		V	V	V	V	V	V	V	V	V	V
Jen-Hu Huang		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