

Board of Directors

According to the articles of association, the Company is required to appoint 5 to 9 directors with a term of three years.

The current board of directors of the Company was elected at the general shareholders' meeting on June 9, 2022 with a total of 8 seats, including 4 independent directors. The directors are all sages in the industry and academia. The company's directors are nominated and elected by the shareholders' meeting from the list of candidates in accordance with the cumulative calculation method stipulated in Article 198 of the Company Act.

The company pays attention to gender equality in the composition of the board of directors. At present, men account for 75% of the board members (6 seats), and women account for 25% (2 seats). In the future, we will try our best to increase the number of female directors account above 25%.

List of members of the board of directors:

Diversity and independence of Board of Directors:

Condition Name	Professional qualifications and experience	Independence	Number of positions as independent director in other public companies
Hsiu Ching Wang	The Company's Chairman, who holds an EMBA Master's degree from United Business Institutes in Belgium, has served as the chairman and COO of Rich Honour Design Group since 1981, and is equipped with professional qualifications and management skills.	Non-independent director	0
Hsin Li Yang	The Company's director, who is the founder of Rich Honour Design Group, has a total of 46 years of experience in the industry, serves as Managing Director, and is equipped with professional qualifications and management skills.		0
Ting Yu Yang	The Company's director, who is a Master of Science in Project Management at Northeastern University, serves as the Company's project manager, and is equipped with professional qualifications.		0
I Chen Wang	The Company's director, who has a Doctor's degree of environmental engineering from Feng Chia University, once served as the president of Ridingways Inc. in the United States, and is equipped with professional qualifications.		0
Chih Wei Chen	Graduated from UCLA's EMBA program, has served as the CEO of RICHARD CHEN'S Strategic Alliance Corp. since 2003, and is equipped with business management experience and the professional skills and experience required for the business development of the Company.	1. All of the above and their spouses and relatives within the second degree of kinship do not serve as the directors,	0

Condition Name	Professional qualifications and experience	Independence	Number of positions as independent director in other public companies
Wen Hung Lee	Graduated from the Graduate School of Industrial Design at Tunghai University, served as a senior vice president of Ofuna Technology Co., Ltd. between 1991 and 2018, acted as the general manager of Ofuna Develop Technology Co., Ltd. between 2006 and 2008, and is equipped with business management experience and the professional skills and experience required for the business development of the Company.	supervisors or employees of the Company or our affiliates (in the name of others); do not hold shares in the Company; do not receive remuneration for providing commercial, legal, financial, or accounting services. 2. No circumstances set forth in Sub-Article 3, Paragraph 1, Subparagraphs 5–8 of the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies” are applicable.	0
Hui Ying Wu	Graduated from the Department of Finance at National Chengchi University, served as the CFO of HOLUX Technology, Inc. between 2003 and 2007, acted as the project director of the President's Office of Qisda between 2008 and 2018, and has a background and experience in finance.		0
Hsiao Lei Wang	Received a Doctor’s degree of engineering from National Taiwan University, served as a teacher at China University of Technology between 2000 and 2003, has been an associate professor of the Department of Interior Design at China University of Technology since 2003, and is equipped with the professional skills and experience required for the business development of the Company.		0

Note : All directors of Company are not under conditions defined in Article 30 of the Company Act.

Diversity within the members of the Board of Directors

To reinforce corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company adjusted the “diversity policy for the members of the Board of Directors” by amending the “Corporate Governance Best-Practice Principles” in 2019. The policy specifies that 5–9 directors, depending on the actual operational needs, should be appointed based on the Company’s business development scale and the shareholding of major shareholders. Diversity should be taken into account when it comes to the member composition of the Board of Directors. It is inadvisable that the number of directors who concurrently serve as the managers of the Company exceeds one-third of all directors. An appropriate diversity policy is formulated based on the Board of Directors’ operations, operation type, and development needs. It is recommended to include but not be limited to the following two standards:

A. Basic conditions and values: Genders, age, nationality and culture, etc.

B. Professional knowledge and skills: Professional backgrounds (e.g. law, accounting, industry, finance, marketing or technology), professional skills, and industrial experience. The Board of Directors should be equipped with the following abilities: Ability to make operational judgments, accounting and financial analysis ability, business management ability, ability to deal with emergencies, industrial knowledge, international market insights, leadership ability, and decision-making ability.

The Board of Directors consists of eight directors, including four directors and four independent directors, of which there are two female directors, accounting for up to 25%. In addition to gender equality and diversity,

the Company takes expertise, management experience, and other factors into account when choosing board members to meet and implement the Company's diversity policy for the composition of the Board of Directors.

Implementation of diversity policy for members of the Board of Directors:

Core Diversity Element Name	Nationality	Gender	Employed by the Company	Ages					Tenure of Independent Directors				Business Management	Decision Making	Industry Knowledge	Accounting Finance and	Environmental Engineering
				71~80	61~70	51~60	41~50	31~40	< 9yrs	6~9 yrs	3~6 yrs	> 3yrs					
Hsiu Ching Wang	R.O.C.	F	✓	✓	-	-	-	-	-	-	-	-	✓	✓	✓	-	-
Hsin Li Yang	R.O.C.	M	✓	✓	-	-	-	-	-	-	-	-	✓	✓	✓	-	-
Ting Yu Yang	R.O.C.	M	✓	-	-	-	-	✓	-	-	-	-	✓	✓	✓	-	-
I Chen Wang	R.O.C.	M	-	-	-	-	✓	-	-	-	-	-	✓	✓	-	-	✓
Wen Hung Lee	R.O.C.	M	-	-	-	✓	-	-	-	-	✓	-	✓	✓	-	-	-
Hui Ying Wu	R.O.C.	F	-	-	-	✓	-	-	-	-	✓	-	✓	✓	-	✓	-
Chih Wei Chen	R.O.C.	M	-	-	-	-	✓	-	-	-	✓	-	✓	✓	-	-	-
Hsiao Lei Wang	R.O.C.	M	-	-	✓	-	-	-	-	-	-	✓	✓	✓	✓	-	-

Independence within the members of the Board of Directors:

The Board of Directors is composed of eight directors (including four independent directors), of which only three are first-degree relatives to one another. The other directors are not spouses or second-degree relatives to one another, complying with Article 26-3, Paragraph 3 of the Securities and Exchange Act.