

董事多元化政策

Board Diversity Policy

本公司於「公司治理實務守則」第 20 條，訂有多元化方針。董事會成員組成應考量多元化，並就本身運作、營運型態及發展需求以擬訂適當之多元化方針，宜包括但不限於以下二大面向之標準：

1. 基本條件與價值：性別、年齡、國籍及文化等。
2. 專業知識與技能：專業背景（如法律、會計、產業、財務、行銷或科技）、專業技能及產業經歷等。

The Company has formulated a diversity policy in Article 20 of the "Corporate Governance Practice Principles". The composition of the board of directors should consider diversity, and appropriate diversity policies should be formulated based on the company's own operations, operating model, and development needs, which should include but not be limited to the following two major aspects of standards:

1. **Basic requirements and values:** Gender, age, nationality, and culture, etc.
2. **Professional knowledge and skills:** Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.

董事會成員應普遍具備執行職務所必須之知識、技能及素養。為達到公司治理之理想目標，董事會整體應具備之能力如下：

1. 營運判斷能力。
2. 會計及財務分析能力。
3. 經營管理能力。
4. 危機處理能力。
5. 產業知識。
6. 國際市場觀。
7. 領導能力。
8. 決策能力。

本公司除經主管機關核准者外，董事間應有超過半數之席次，不得具有配偶或二親等以內之親屬關係。

Board members should generally possess the knowledge, skills, and literacy necessary to perform their duties. To achieve the ideal goals of corporate governance, the board of directors as a whole should possess the following abilities:

1. Operational judgment ability.
2. Accounting and financial analysis ability.
3. Business management ability.
4. Crisis management ability.
5. Industry knowledge.
6. International market perspective.
7. Leadership ability.
8. Decision-making ability.

Except for those approved by the competent authority, more than half of the Company's directors shall not be spouses or relatives within the second degree of kinship.

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具體管理目標及達成情形

Board Diversity Specific Management Goals and Achievement Status

1. 本公司董事會注重成員性別平等，不同性別董事成員應至少占整體三分之一。目前本屆董事成員包含一位女性成員，並未達到前述目標。未來我們將綜合考量專業背景、性別、年齡及國籍等構面，積極培育並引進女性董事人選，以期達成女性席次佔三分之一之治理目標。

The Company's board of directors emphasizes gender equality among its members, and directors of different genders should account for at least one-third of the entire board. Currently, the present board includes one female member, which does not meet the aforementioned goal. In the future, we will comprehensively consider dimensions such as professional background, gender, age, and nationality, and actively cultivate and introduce female director candidates in order to achieve the governance goal of having females account for one-third of the board seats.

2. 本公司董事會著重於營運判斷、經營管理及危機處理能力，應有 2/3 以上董事成員具備相關核心項目之能力。本公司董事產業經驗豐富，均具備上述之核心能力，另每年均有安排董事進修課程持續深化相關知識。

The Company's board of directors focuses on operational judgment, business management, and crisis management abilities, and more than 2/3 of the board members should possess abilities in these relevant core items. The Company's directors have rich industry experience and all possess the aforementioned core abilities; furthermore, continuing education courses are arranged for directors every year to continuously deepen relevant knowledge

3. 董事成員中，具本公司、母、子或兄弟公司員工身分之人數為 2 位，低於(含)董事席次 1/3，達監督目的。

Among the board members, the number of individuals who hold employee status within the Company, its parent, subsidiary, or sister companies is 2, which is less than or equal to 1/3 of the board seats, thus achieving the purpose of supervision.

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成員專業資格與經驗

Board Diversity Members' Professional Qualifications and Experience

姓名 年齡	專業資格與經驗	兼任其他公開發行公司 獨立董事家數
曾文政 51~60	1.具備製造、科技及經營管理能力 2.目前擔任崧騰企業(股)公司董事長	無
張俊雲 61~70	1.具備製造、科技及經營管理能力 2.目前擔任崧騰企業(股)公司集團總裁 3.目前擔任本公司提名委員會召集人	無
郭彭益 61~70	1.具備製造、科技及經營管理能力 2.目前擔任特騰綠的包材股份有限公司-董事長兼總經理	無
邱素卿 51~60	1.具備商務、財務、會計、製造、科技及經營管理能力 2.目前擔任崧騰企業(股)公司資深副總經理	無
陳忠仁 51~60	1.具備商務、財務及經營管理能力 2.目前擔任國立台灣大學工商管理學系暨商學研究所特聘教授 3.擔任本公司薪酬及審計委員會召集人	2
林博文 61~70	1.具備商務、財務及經營管理能力 2.擔任國立台灣大學管理學院工商管理學系、商學研究所教授 3.借調至國家實驗研究院擔任副院長兼科技政策研究與資訊中心主任	1
鄭仁偉 61~70	1.具備商務、財務及經營管理能力 2.目前擔任國立臺灣科技大學企業管理系教授	1

Name	Age	Professional Qualifications and Experience	Number of Independent Directorships Concurrently Held in Other Public Companies
Tseng, Wen-Cheng	51~60	1. Possesses manufacturing, technology, and business management abilities.2. Currently serves as the Chairman of Solteam Electronics Co., Ltd.	None
Chang, Chun-Yun	61~70	1. Possesses manufacturing, technology, and business management abilities.2. Currently serves as the Group President of Solteam Electronics Co., Ltd.3. Currently serves as the Convener of the Company's Nomination Committee.	None
Kuo, Peng-Yi	61~70	1. Possesses manufacturing, technology, and business management abilities.2. Currently serves as the Chairman and General Manager of Teteng Green Packaging Co., Ltd.	None
Chiu, Su-Ching	51~60	1. Possesses commercial, financial, accounting, manufacturing, technology, and business management abilities.2. Currently serves as the Senior Vice President of Solteam Electronics Co., Ltd.	None
Chen, Chung-Jen	51~60	1. Possesses commercial, financial, and business management abilities.2. Currently serves as a Distinguished Professor in the Department of Business Administration and Graduate Institute of Business at National Taiwan University.3. Serves as the Convener of the Company's Remuneration and Audit Committees.	3
Lin, Po-Wen	61~70	1. Possesses commercial, financial, and business management abilities.2. Serves as a Professor in the Department of Business Administration and Graduate Institute of Business at the College of Management, National Taiwan University.3. Seconded to the National Applied Research Laboratories as Vice President and Director of the Science and Technology Policy Research and Information Center.	1
Cheng, Jen-Wei	61~70	1. Possesses commercial, financial, and business management abilities.2. Currently serves as a Professor in the Department of Business Administration at National Taiwan University of Science and Technology.	1

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董事會成員獨立情形

Board Diversity Independence of Board Members

1. 本公司董事成員共 7 席，皆為本國籍人士，組成結構占比分別為 3 名獨立董事(占 43%)；1 名具員工身份之董事(占 14%)。董事會全體成員均未有公司法 30 條所列各條情事，亦無董事間具有配偶及二親等以內親屬關係之情形。

The Company's board consists of 7 members, all of whom are domestic citizens. The composition structure accounts for 3 independent directors (accounting for 43%) and 1 director with employee status (accounting for 14%). All members of the board of directors do not have any of the circumstances listed in Article 30 of the Company Act, nor are there any instances of directors being spouses or relatives within the second degree of kinship.

2. 本公司獨立董事獨立全數符合金管會所訂之有關獨立董事規範，獨立情形如下所列：
All of the Company's independent directors fully comply with the regulations regarding independent directors stipulated by the Financial Supervisory Commission, and their independence status is listed below:

姓名	本人、配偶、二親等以內親屬是否擔任本公司或其關係企業之董事、監察人或受僱人	本人、配偶、二親等以內親屬(或利用他人名義)持有公司股份數及比重	是否擔任與本公司有特定關係公司之董事、監察人或受僱人	最近 2 年提供本公司或其關係企業商務、法務、財務、會計等服務所取得之報酬金額
陳忠仁	否	無	否	無此情形
林博文	否	無	否	無此情形
鄭仁偉	否	無	否	無此情形

Name	Does the individual, their spouse, or relatives within the second degree of kinship serve as a director, supervisor, or employee of the Company or its affiliated enterprises?	Number and percentage of company shares held by the individual, their spouse, or relatives within the second degree of kinship (or in the name of others)	Does the individual serve as a director, supervisor, or employee of a company that has a specific relationship with the Company?	Amount of remuneration received for providing commercial, legal, financial, or accounting services to the Company or its affiliated enterprises within the past 2 years
Chen, Chung-Jen	No	None	No	No such circumstance
Lin, Po-Wen	No	None	No	No such circumstance
Cheng, Jen-Wei	No	None	No	No such circumstance