

■ Board Members

Title	Nationality	Name	Principal work experience and academic qualifications	Positions held concurrently in the company and/or in any other company	Professional qualifications and experience	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree		
						Title	Name	Relationship
Chairman	R. O. C	Chen, Shiou-Chung	Department of Business Administration, Feng Chia University	Chairman, Gloucester CO., LTD Chairman, DAYSTAR LIMITED Director, Great Bell Printing & Dyeing Co., Ltd. Director, KINGTEX CORPORATION Director, Hanbo Livestock & Farming Products Co., Ltd. Independent director, Everest Textile Co., Ltd. Independent director, Yi Jinn Industrial Co., Ltd.	1. Mr. Chen, Shiou-Chung is the Chairman of the Company and its subsidiaries, and also serves as an independent director of other listed companies. 2. Mr. Chen, Shiou-Chung has rich expertise and experience in administrative practices. He is capable of strategic management, leadership and academic capabilities. He leads the board of directors in a harmonious manner with abundant experience in corporate governance, and has the international market perspective and decision-making power. He has not violated any clause of Article 30 of the Company Act.	Director President	Chen, Chien-Choan	Father and son
Director	R. O. C	Chen, Chien-Choan	MBA, University of Michigan, the U.S	President of the Company Chairman, InnoPeak Advanced Materials Co., Ltd. Chairman, ROSEGATE HOLDING CORP. TAH TONG TEXTILE (VIETNAM) CO., LTD Chairman	1. Mr. Chen, Chien-Choan is the Director and President of the Company, also serves as the Chairman of the Company's subsidiary. 2. Mr. Chen, Chien-Choan has rich expertise, corporate governance insights and operation and management capacities, provides diversified business judgments in business and marketing timely, and has not violated any clause of Article 30 of the Company Act.	Chairman	Chen, Shiou-Chung	Father and son
Director	R. O. C	Yung Huang Investment Co., Ltd.	Chin Chwang Vocational School of Commerce	Associate Vice President for operation and procurement of the Company	1. Ms. Wu, Li-Wen is the representative of a corporate director. 2. Ms. Wu, Li-Wen has more than 30 years of rich experience in the textile industry. She is capable of operation and management, as well as leadership and decision-making. She is able to provide advice and guidance regarding operation and management to the Company's Board, and has not violated any clause of Article 30 of the Company Act.	Director	Yen, Li-Rong	Spouse of the person in charge
		Wu, Li-Wen				None	None	None
Director	R. O. C	FOUNDATION EVER GLORY EDUCATION FOUNDATION	Department of Business Administration, Tamkang University	Special Assistant of the Company Independent director, Highlight Tech Corp. Chairman, EVER GLORY EDUCATION FOUNDATION	1. Mr. Huang, Yung-Chang is the representative of a corporate director, while serving as an independent director of other listed companies. 2. Mr. Huang, Yung-Chang has practical experience in corporate governance in the financial and banking industry. He is professionally capable of finance management, operation management and expertise. He is able to provide advice and guidance regarding operation and management to the Company's Board, and has not violated any clause of Article 30 of the Company Act.	None	None	None
		Huang, Yung-Chang				None	None	None

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Independent Director	R.O.C	Sun, Chin-Feng	MBA, University of Michigan, the U.S	President, SAGA Unitek Ventures Independent director, Wonderful Hi-Tech Co., Ltd. Independent director, Hua Eng Wire & Cable Co., Ltd. Independent director, Chicony Power Technology Co., Ltd.	1. Sun, Chin-Feng is a director of the Company, while serving as an independent director of other listed companies. 2. Mr. Sun, Chin-Feng has practical experience in legal, commerce, finance and accounting. He is professionally capable of finance management, operation management, and expertise. He is able to provide advice and guidance regarding operation and management to the Company's Board to enhance the Company's corporate governance quality and supervisory function via his expertise, and has not violated any clause of Article 30 of the Company Act.	None	None	None
Independent Director	R.O.C	Lin, Win-Jon	Master, Automation and Management, National Taipei University of Technology	President, Libao Investment Co., Ltd. Independent director, Universal Textile Co., Ltd. Independent director, Yi Shin Textile Industrial Co., Ltd.	1. Lin, Win-Jon is a director of the Company, while serving as an independent director of other listed companies. 2. Mr. Lin, Win-Jon has practical experience in corporate governance in textile companies. He is professionally capable of finance management, operation management, and expertise. He is able to provide advice and guidance regarding operation and management to the Company's Board to enhance the Company's corporate governance quality and supervisory function via his expertise, and has not violated any clause of Article 30 of the Company Act.	None	None	None
Independent Director	R.O.C	Lin, Chien-Ping	Department of Finance, Tamkang University	Independent director, DIVA Laboratories Ltd. Independent director, FORESHOT Industrial Corporation Independent director, RBC Bioscience Corporation	1. Lin, Chien-Ping is a director of the Company, while serving as an independent director of other listed companies. 2. Mr. Lin, Chien-Ping has practical experience in corporate governance in finance and banking, electronics, and technologies, with rich experience in legal, commerce, finance and accounting. He is professionally capable of finance management, operation management, and expertise. He is able to provide advice and guidance regarding operation and management to the Company's Board to enhance the Company's corporate governance quality and supervisory function via his expertise, and has not violated any clause of Article 30 of the Company Act.	None	None	None

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Independent Director	R. O. C	Lin, Zheng-Yi	Department of Accounting, National Chung Hsing University	ILilu Accounting Firm Independent Director of Baihong Industrial Co., Ltd. Supervisor of Zuozhen (Stock) Supervisor of Vimi Electronics (Co., Ltd.)	<ol style="list-style-type: none"> Mr. Lin Zhengyi is a director of the company and an independent director of other listed companies. Mr. Lin Zhengyi is a practicing accountant with rich experience in legal, commercial and financial accounting. He has both professional and practical skills. He has various professional abilities such as financial management and operational management. He can timely propose operational management opinions and policies to the company's board of directors and leverage his expertise to improve the board of directors. Governance quality and supervision functions, and no violation of Article 30 of the Company Law has occurred. 	None	None	None

■ Duties

Department	Duties
Board of Director	<ol style="list-style-type: none"> Shape and monitor corporate culture, Guide, direct and supervise the company's operational affairs to ensure the company's long-term success, Monitor and ensure the effectiveness of risk management and internal control systems, Ensure that the company makes appropriate and adequate reports, Establish communication channels with stakeholders.
Audit Committee	<ol style="list-style-type: none"> Assist the Board in supervising and evaluating the fair presentation of the Company's financial statements, the appointment and discharge of attesting CPAs and evaluating their independence, as well as the effective implementation of the internal control system. Comply with applicable laws and regulations, and control the Company's existing or potential risks, to ensure that the Company's operations comply with applicable government laws and practices.
Remuneration Committee	<ol style="list-style-type: none"> Regularly review the organizational charter of the Remuneration Committee and propose amendments if necessary. Establish and regularly review the performance evaluation and remuneration policies, systems, standards, and structures for the Company's directors and managers. Regularly assess and determine the remunerations of the Company's directors and managers.

■ Diversification of the board of directors

- (1) Diversification of the board of directors:
- 1) The composition of the company's board of directors considers diversity. In addition to the fact that directors who are also managers of the company shall not exceed half of the directors' seats, appropriate diversification policies shall be formulated based on its own operations, operating types and development needs, including:
 - A. The number of directors with industry expertise of the company shall not be less than 1/4 of the number of directors.
 - B. Directors with accounting, financial or legal expertise shall account for no less than 1/3 of the directors' seats.
 - C. Include at least one director of different genders.
 - 2) Diversification of board members helps the board of directors to perform its functions effectively. The nomination and selection of board members of the company are in accordance with the provisions of the company's articles of association, and a candidate nomination system is adopted to ensure the diversity and independence of board members. The company can invite and nominate a director candidate of different genders and select directors with different professional knowledge and skills to provide different perspectives and contributions to further strengthen the functions of the board of directors.
- (2) The Board as a whole should have the following abilities:
- ⊙ Ability to make operational judgments.
 - ⊙ Ability to perform accounting and financial analysis.
 - ⊙ Ability to operate and manage (the Company and subsidiaries)
 - ⊙ Ability to deal with any crisis.
 - ⊙ Industry expertise.
 - ⊙ International market.
 - ⊙ Leadership.
 - ⊙ Ability to make policy decisions.
- (3) Specific implementation status of board diversity:
- As of the publication date of the annual report, the company has eight directors, including four independent directors (accounting for 50%); there is one female director (accounting for 12.5%). The expertise and diversity of each director of the company The background is as follows:
- ⊙ Expertise in industrial development, market layout and resource integration: Chen Xiuzhong (Chairman), Lin Wenzhong (Independent Director),
 - ⊙ Specializing in sustainable management : Wu Liwen (Director)
 - ⊙ Specialized in product operation and marketing: Chen Jianzhou (Director)
 - ⊙ Specializing in innovation strategies and new industries: Sun Qingfeng (independent director)
 - ⊙ Specialized in financial resources: Huang Yongchang (Director), Lin Jianping (Independent Director)
 - ⊙ Specialized in accounting and legal compliance: Lin Zhengyi (independent director)

Name	Item	Age			Industry knowledge	marketing	new venture	Financial Accounting Law	Business Transformation	Market layout
		51-60	61-70	71-80						
Chen, Shiou-Chung				V	V	V		V	V	V
Chen, Chien-Choan		V			V	V	V	V	V	V
Huang, Yung-Chang		V			V				V	V
Wu, Li-Wen			V		V		V	V		
Sun, Chin-Feng			V			V	V	V	V	
Lin, Win-Jon				V	V	V			V	V
Lin, Chien-Ping		V			V		V	V	V	
Lin, Zheng-Yi		V					V	V	V	

■ Independence :

The Company currently has seven directors, and their expertise and independence are summarized in the table below. As of the end of 2023, all independent directors are qualified under the regulations regarding independent directors by the Securities and Futures Bureau of Financial Supervisory Commission, and none of the director and independent directors has such relationship with each other as set out in subparagraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

Name	Criteria			Independence consistency (Note 2)												
	At least 5 years of work experience and the following professional qualifications or not	An instructor or higher up in a department of commerce, law, finance, accounting, or other academic department related to company business in a public or private junior college, college, or university.	A judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and has been awarded a certificate in a professional capacity that is necessary for company business.	Having work experience in the area of commerce, law, finance or accounting, or otherwise necessary for company business.	1	2	3	4	5	6	7	8	9	10	11	12
Chen, Shiou-Chung	No	No	Yes	-	-	-	-	-	✓	-	-	✓	-	✓	✓	✓
Chen, Chien-Choan	No	No	Yes	-	-	-	-	-	✓	-	✓	✓	-	✓	✓	✓
Sun, Chin-Feng	No	No	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lin, Win-Jon	No	No	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lin, Chien-Ping	No	No	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lin, Zheng-Yi	No	No	Yes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Yung Huang Investment Co., Ltd. Representative: Wu, Li-Wen	No	No	Yes	-	-	✓	✓	-	✓	✓	✓	✓	✓	✓	✓	-
FOUNDATION EVER GLORY EDUCATION FOUNDATION Representative: Huang, Yung-Chang	No	No	Yes	-	-	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	-

Note 1: Tick “✓” in the space below each code if any of the following circumstances is met by any director or supervisors for the most recent two years prior to election.

- (1) Not an employee of the Company or any of its affiliates.
- (2) Not a director or supervisor of the Company or any of its affiliates (except for an independent director engaged concurrently by the Company, its parent company, any of its subsidiaries, or a subsidiary under the same parent company in accordance with the Act or local laws and regulations).
- (3) Not a director, spouse, minor child thereof, or another natural person shareholder who holds more than 1% of the total issued shares of the Company by nominee arrangement or with top ten ownership.
- (4) Not the spouse, second-degree or closer relative, or direct third-degree or closer relative of a managerial officer referred to in (1) or a person referred to in (2) or (3).
- (5) Not a director, supervisor, or employee of an institutional shareholder who directly

holds more than 5% of the Company's total issued shares, who is among the top five shareholders, or who designates its representative to serve as a director or supervisor of the Company in accordance with paragraph 1 or 2, Article 27 of the Company Act (except for an independent director engaged concurrently by the Company, its parent company, any of its subsidiaries or a subsidiary under the same parent company in accordance with the Act or local laws and regulations).

- (6) Not a director, supervisor, or employee of another company where a majority of the Company's director seats or voting shares and those of such another company are controlled by the same person (except for an independent director engaged concurrently by the Company, its parent company, any of its subsidiaries or a subsidiary under the same parent company in accordance with the Act or local laws and regulations).
- (7) Not a director, supervisor, or employee of another company or institution where the Chairman, President, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses (except for an independent director engaged concurrently by the Company, its parent company, any of its subsidiaries or a subsidiary under the same parent company in accordance with the Act or local laws and regulations).
- (8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a company or institution which has financial or business contacts with the Company (except for a specific company or institution holding more than 20% and no more than 50% of the total issued shares of the Company and for an independent director engaged concurrently by the Company, its parent company, any of its subsidiaries or a subsidiary under the same parent company in accordance with the Act or local laws and regulations).
- (9) Not a professional individual who, or an owner, partner, director, supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any affiliate of the Company, or that provides commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company for which the provider in the past two years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Security and Exchanges Act or to the Business Mergers and Acquisitions Act or relevant laws or regulations.
- (10) Not a spouse or second-degree or closer relative of another director.
- (11) Not in any of the circumstances under any paragraphs of Article 30 of the Company Act.
- (12) Not a government, juridical person, or representative thereof elected as per Article 27 of the Companies Act.

■ Succession planning

The Company currently has eight directors (including four independent directors) in total, all of whom have the capabilities required for commerce, finance and accounting, or the Company's business. In the future, the composition structure and experience background of the Board of the Company will continue the current structure. Regarding the succession planning of the Board, the good communication with professionals is maintained from time to time to discuss the selection of successors. In terms of independent directors, the work experience in commerce, legal, finance, accounting or the Company's business are required by laws, so they will be selected from the professionals in the domestic academic and industrial fields.

■ Human rights management policy

- (I) The company strictly abides by the relevant laws and regulations of the Republic of China, supports and respects the "Universal Declaration of Human Rights (UDHR)", "United Nations Global Compact (UNGC)", and "United Nations Guiding Principles on Business and Human Rights" "UN Guiding Principles on Business and Human Rights", the core labor standards of the International Labor Organization's basic contract, and local laws and regulations to formulate policies that are

in line with business ethics, sustainable environment, social issues, human rights and other public policies. The company specifically adopts OK:

1. In accordance with local laws and regulations, the company attaches great importance to the balance of employees' health, work, family and leisure life; at the same time, it implements working hour management, prohibits child labor and prohibits various forms of forced labor, sexual harassment and discrimination.
2. In order to establish a gender-equal workplace, the company implements a childcare leave without pay system, and also provides employees with family care leave, menstrual leave, maternity leave, paternity leave, and provides lactation rooms, etc.
3. The company attaches great importance to the health of its employees, arranges regular physical examinations for employees, and implements safety and health conditions in the workplace environment.
4. The company has a complaint channel to provide an effective communication and response mechanism for different stakeholders, and assigns dedicated personnel to assist in handling the complaints.