

■ 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<br>Chairman, DAYSTAR LIMITED<br>Director, Great Bell Printing & Dyeing Co., Ltd.<br>Director, KINGTEX CORPORATION<br>Director, Hanbo Livestock & Farming Products Co., Ltd.<br>Independent director, Everest Textile Co., Ltd.<br>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.<br>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<br>Chairman, InnoPeak Advanced Materials Co., Ltd.<br>Chairman, ROSEGATE HOLDING CORP.<br>TAH TONG TEXTILE (VIETNAM) CO., LTD<br>General Director                                                                                                                                         | 1. Mr. Chen, Chien-Choan is the Director and President of the Company, also serves as the Chairman of the Company' s subsidiary.<br>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       | FOUNDATION EVER GLORY EDUCATION FOUNDATION | Department of Business Administration, Tamkang University   | Special Assistant of the Company<br>Independent director, Highlight Tech Corp.<br>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.<br>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           |

| 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 |
| Independent Director | R.O.C       | Lin, Chien-Ping | Department of Finance, Tamkang University                 | Independent director, Tah Tong Textile Co., Ltd.<br>Members of the Remuneration Committee, Tah Tong Textile Co., Ltd.<br>Independent director, Foreshot Industrial Corporation<br>Independent director, DIVA Laboratories Ltd.<br>Independent director, RBC Bioscience Corporation | 1. Mr. Lin, Chien-Ping is a director of the Company, while serving as an independent director of other listed companies.<br>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         |
| Independent Director | R.O.C       | Lin, Zheng-Yi   | Department of Accounting, National Chung Hsing University | Independent director, Tah Tong Textile Co., Ltd.<br>Members of the Remuneration Committee, Tah Tong Textile Co., Ltd.<br>CPA, Lee & Li Accounting Firm<br>Independent director, Bright LED electronics Corp.<br>Supervisor, Vimic Electronic Corp.                                 | 1. Mr. Lin Zhengyi is a director of the company and an independent director of other listed companies.<br>2. 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         |

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|----------------------|-------------|----------------|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------|--------------|
|                      |             |                |                                                       |                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Title                                                                                                                                   | Name | Relationship |
| Independent Director | R. O. C     | Chen, Yao-Ming | University of Arizona International Management Master | Independent director, Tah Tong Textile Co., Ltd.<br>Chariman, Universal Textile Co., Ltd.<br>Chariman, Chien Ying Cmpant Ltd.<br>Chariman, JR Investment Co.                                                                                                                                                                                                                                             | 1. Mr. Chen, Yao-Ming is a director of the Company, while serving as an independent director of other listed companies.<br>2. Mr. Chen, Yao-Ming has practical experience in corporate governance in the textile industry and possesses professional capabilities in financial management, operations management, and industry knowledge. He can provide timely operational management opinions and policies to the company's board of directors, leveraging his expertise to improve the board's corporate governance quality and supervisory function. Furthermore, there have been no violations of Article 30 of the Company Act.                             | None                                                                                                                                    | None | None         |
| Independent Director | R. O. C     | Tsai, Yi-Fen   | Master of Accounting, National Chengchi University    | Independent director, Tah Tong Textile Co., Ltd.<br>Members of the Remuneration Committee, Tah Tong Textile Co., Ltd<br>lawyer of Aequitas Law Firm.<br>CPA, Jhen Yen CPA Firm.<br>Independent Director , Zhong Yang Technology Co., Ltd.<br>Independent Director , Anli International Co., Ltd.<br>Director of Financial Securities and Mergers & Acquisitions Committee of The Taiwan Bar Association. | 1. Ms. Tsai, Yi-Fen is a director of the company and an independent director of other listed companies.<br>2. Ms. Tsai, Yi-Fen is a practicing accountant with rich experience in legal, commercial and financial accounting. She has both professional and practical skills. She has various professional abilities such as financial management and operational management. She can timely propose operational management opinions and policies to the company's board of directors and leverage her 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 |
|------------|--------|
|------------|--------|

| Department             | Duties                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Board of Director      | <ol style="list-style-type: none"> <li>1. Shape and monitor corporate culture,</li> <li>2. Guide, direct and supervise the company's operational affairs to ensure the company's long-term success,</li> <li>3. Monitor and ensure the effectiveness of risk management and internal control systems,</li> <li>4. Ensure that the company makes appropriate and adequate reports,</li> <li>5. Establish communication channels with stakeholders.</li> </ol>                                                                              |
| Audit Committee        | <ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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.</li> </ol> |
| Remuneration Committee | <ol style="list-style-type: none"> <li>1. Regularly review the organizational charter of the Remuneration Committee and propose amendments if necessary.</li> <li>2. Establish and regularly review the performance evaluation and remuneration policies, systems, standards, and structures for the Company's directors and managers.</li> <li>3. Regularly assess and determine the remunerations of the Company's directors and managers.</li> </ol>                                                                                   |



(1)

| Specialized in accounting and legal compliance: Lin Zheng-Yi (independent director) |       |       |       |       |                       |           |                |                                |                            |                  |
|-------------------------------------------------------------------------------------|-------|-------|-------|-------|-----------------------|-----------|----------------|--------------------------------|----------------------------|------------------|
| Item<br>Name                                                                        | Age   |       |       |       | Industry<br>knowledge | marketing | new<br>venture | Financial<br>Accounting<br>Law | Business<br>Transformation | Market<br>layout |
|                                                                                     | 51-60 | 61-70 | 71-80 | 81-90 |                       |           |                |                                |                            |                  |
| 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                          |                  |

■ Independence :

The Company currently has seven directors, and their expertise and independence are summarized in the table below. 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 | At least 5 years of work experience and the following professional qualifications or not                                                                                                                  |                                                                                                                                                                                                                                                              |                                                                                                                          | Independence consistency (Note 2) |   |   |   |   |   |   |   |   |    |    |    |
|------------------------------------------------------------------------------|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---|---|---|---|---|---|---|---|----|----|----|
|                                                                              |          | 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.