

Diversity in Board

To strengthen the healthy development of the composition and structure of the board, the article 20 in Corporate Governance Best Practice Principles for CHEM had been approved in Board Meeting on Augst 12th 2019: The overall composition of the board of directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

1. Basic requirements and values: Gender, age, nationality, and culture.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

Each board member shall have the necessary knowledge, skill, and experience to perform their duties; the abilities that must be present in the board as a whole are as follows:

1. The ability to make judgments about operations.
2. Accounting and financial analysis ability.
3. Business management ability.
4. Crisis management ability.
5. Knowledge of the industry.
6. An international market perspective.
7. Leadership ability.
8. Decision-making ability.

The diversity in Board is described as follows,

The current composition of the board is of 9 members and the professional capability, knowledge and skills are as required by the relevant regulations. The Company also values the gender equality and one female director is currently active in board, takes 11.11% of the composition.

Name of the Board Members	Gender	Nationality	Current Employees	Age			Years as Independent Director			Business management ability	Judgments about operations.	Leadership ability	Crisis management ability	An international market perspective	Production Management	Accounting and financial analysis ability	Law Perspective	Academic Perspective
				Below 60	Below 70	Over 70	1 year	2 years	3 years									

Fu-Nien Chiang	M	R.O.C		V		V				V	V	V	V	V	V			
Hong-Ren Lin	M	R.O.C		V		V				V	V	V	V	V	V	V		
Wei-Chuan Chang	M	R.O.C	V		V					V	V	V	V	V	V			
Song-Qin Sheng	M	R.O.C	V	V						V	V	V	V	V	V			
Ching-Chong Lin	M	R.O.C	V		V					V	V	V	V	V	V			
Ming-Xian Weng	M	R.O.C				V				V	V	V	V	V	V	V	V	V
Independent Director - Gene-Tzn Chen	M	R.O.C				V		V		V	V	V	V	V		V	V	V
Independent Director - Sing-San Pai	M	R.O.C				V		V		V	V	V	V				V	V
Independent Director - Horng-Chi Chen	M	R.O.C				V		V		V	V	V	V	V			V	V

Current Management Goal and Description of the Achievement

Management Goal	Description
1. The Company values gender equality and at least one or more female director is included in the composition of the board.	Not Achieved
2. a spousal relationship or a familial relationship within the second degree of kinship may not exist among more than half of the directors of the Company.	Achieved as Required
3. The board members shall focus on the ability to make judgments about operations, business management ability and crisis management ability, 2/3 of the board members shall be equipped with the relevant capability as such.	Achieved as Required