

Board Member Diversification Policy

1. Diversification policy

To reinforce company management and promote sound development in the composition and structure of the board, the “board member diversification” policy in the second item of Act 20 of “Company Management Practice Regulations” states the following: The development scale of company operations and the shareholdings of major shareholders should be considered in board composition. Actual practice should be considered in setting the adequate board member number. In addition, various aspects of diversity should be addressed, such as basic conditions and values (gender, age, nationality, cultural background, etc.) and professional experience and skills (law, accounting, industry, finance, marketing, technology, etc.).

2. Specific management goals

The board formulates company strategies and supervises management. They are responsible to the company and to shareholders. The operations and arrangements of the company management system ensure that the board exercises its powers according to legislations, company regulations, and shareholder meeting resolutions. For the company’s business development needs, the board of this company should be composed of experts and scholars in industry, finance, accounting, and management. The board must have at least one member in each professional field of operation judgement, operation management, finance and accounting, international market perspective, and biotechnology industry. In addition, gender equality in board composition is important for the company, where at least one of the board members is to be a female.

3. The current diversification implementation state of board members is as follows:

The incumbent 11 board members comprise 8 board members and 3 independent board members. The members have abundant experience in and professional knowledge of biology, finance, education, ect. Among the 11 board members, 3 are members are employees; the tenure of the two of the three independent board members are over 8 years, and of them is over 4 years. Most of the board members are aged 51~82 years. In addition, gender equality in board composition is important. Two of the board members are female.

The implementation state of the diversification policy of the board members of this company is shown in the following table:

Core Items of Diversification	Basic conditions and values					Professional knowledge and skills	Abilities							
	Nationality	Gender	Concurrent Employee	Age	Independent board member		Operation judgement	Accounting and finance analysis	Operation management	Crisis management	Industry knowledge	International market perspective	Leadership	Decision making
ChingLeou Teng	R.O.C	Female	✓	71~80		Biotechnology	✓		✓	✓	✓	✓	✓	✓
KoChung Lin	R.O.C	Male	✓	71~80		Biotechnology	✓		✓	✓	✓	✓	✓	✓
ShenYu Gong	R.O.C	Male		61~70		Financing	✓	✓	✓	✓		✓	✓	✓
PengYuan Chen	R.O.C	Male		71~80		Education	✓		✓				✓	✓
YenChing Hwang	R.O.C	Female		51~60		Financing	✓	✓				✓		✓
ChienHsin Lai	R.O.C	Male		51~60		Water Resources Management.	✓		✓	✓	✓	✓	✓	✓
ChanKou Hwang	R.O.C	Male	✓	71~80		Biotechnology	✓		✓	✓	✓	✓	✓	✓
ShenYi Lee	R.O.C	Male		81~90		Law	✓				✓	✓		✓

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JinnDer Chang	R.O.C	Male		71~80	8	Accounting and law	✓	✓	✓	✓		✓	✓	✓
Patrick Y. Yang	United States of America	Male		71~80	8	Biotechnology	✓		✓	✓	✓	✓	✓	✓
JienHeh Tien	R.O.C	Male		71~80	4	Biotechnology	✓		✓	✓	✓	✓	✓	✓