

JOURDENESS GROUP LIMITED

Board diversity

- The Company has established a diversity policy on the formation of the Board members in the "Corporate Governance Best-Practice Principles," in which all members are equipped with the necessary knowledge, skills, and moral fiber to carry out their responsibilities.
- The nomination and selection of members of the board of directors follows the provisions of the company's "Articles of Incorporation", adopts the candidate nomination system, and follows the "Rules for Election of Directors" and "Corporate Governance Best Practice Principles" to ensure the diversity and independence of the board members.
- Taking into account the diversity of the 10 directors of our company's 5th board of directors, The ratio of directors as concurrent employees of the company is 30% and then ratio of independent is 40%. Female director ratio is 10%, 1 director aged between 41 - 50 years, 3 directors aged between 51 - 60 years, 3 directors aged between 61 - 70 years, 3 directors aged between 71 - 80 years, the board of directors shall possess the following abilities:

Name of director	Nationality	Gender	Serve as the Company's employee concurrently	Age	Years of experience serving as an independent director	Core ability under diversity							
						Operational judgments	Accounting and financial analysis	Management administration	Crisis management	Industry knowledge	International market perspective	Leadership	Policy decision making
Cheng-Hsiung Chen	R.O.C.	Male	-	61 - 70	-	V	V	V	V	V	V	V	V
Cheng-Tzu Chen	R.O.C.	Male	-	51 - 60	-	V	V	V	V	V	V	V	V
TRIMIX INTERNATIONAL LIMITED Representative: Chia-Chi Chen	R.O.C.	Female	-	41 - 50	-	V	V	V	V	V	V	V	V
I-Ming Chen	R.O.C.	Male	-	61 - 70		V		V	V	V	V	V	V
Yu-Chen Shen	R.O.C.	Male	-	71 - 80	-	V		V	V	V	V	V	V
Wei-Kuo Chen	R.O.C.	Male	-	71 - 80	-	V	V	V	V	V	V	V	V
Independent director Tie-In Jin	R.O.C.	Male	-	61 - 70	3 - 9 years	V	V	V	V	V	V	V	V
Independent director Ming-Fu Wang	R.O.C.	Male	-	71 - 80	9 years and above	V		V	V	V	V	V	V

Name of director	Nationality	Gender	Serve as the Company's employee concurrently	Age	Years of experience serving as an independent director	Core ability under diversity							
						Operational judgments	Accounting and financial analysis	Management administration	Crisis management	Industry knowledge	International market perspective	Leadership	Policy decision making
Independent director Yi-Min Shun	R.O.C.	Male	-	51 - 60	3 - 9 years	V		V	V	V	V	V	V
Independent director Chun-Yen Kuo	R.O.C.	Male	-	51 - 60	Less than 3 years	V		V	V	V	V	V	V

- Specific goals and implementation status of board diversity policy:

Goals	Implementation status
Number of directors concurrently serving as company officers shall not exceed one-third of the total number of the board members	Achieved
There shall be at least one female board member	Achieved
Half of the independent directors shall serve no more than three consecutive terms	Achieved