

## Implementation of Board Member Diversified Skillsets

In order to strengthen corporate governance and promote the development of the composition and structure of the board of directors. The company's board member diversity policy, based on the company's operations, business model, and development needs, outlines appropriate diversity guidelines, including but not limited to standards in the following two major dimensions:

I. Basic conditions and values (such as: gender, age, nationality, and culture, etc.).

II. Professional knowledge and skills (such as: legal, accounting, industry, finance, marketing or technology, etc.), professional skills and industry experience, etc.

There are a total of 7 board members (including 3 independent directors), with 1 female director (14.29%). Implementation of board diversity policy at ASRock Industrial:

Director Name	Basic composition					Professional knowledge/skills								
	Nationality	Gender	Employee of ASRock Industrial	Age		Operational judgment competency	Accounting and financial analysis ability	Business	Crisis management ability	Business Management	Knowledge of the industry	An international market perspective	Leadership ability	Decision making ability
				51~60	61~70									
Chun-Ying, Lee	R.O.C.	Male	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Kuo-Yen, Teng	R.O.C.	Male			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chien-Hsin, Chou	R.O.C.	Male		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Yu-Guang, Chen	R.O.C.	Male		✓		✓		✓	✓	✓	✓	✓	✓	✓
Francy Jeng	R.O.C.	Female		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
Chien-Mo, Li	R.O.C.	Male		✓		✓			✓	✓	✓	✓	✓	✓
Meng-Shiun, Tsai	R.O.C.	Male		✓		✓			✓	✓	✓	✓	✓	✓

The company's board members possess rich experience and expertise in business, finance, accounting, or other fields that align with the company's business needs.

The current board consists of 7 directors, including 3 independent directors. The Specific management objectives and achievement status are as follows:

Management Goals	Implementation Status
The proportion of independent director seats reaches one-third of the total director seats	Achieved
At least one member of the Board of Directors should have professional background in finance, accounting or relevant industry experience	Achieved
At least one female director shall be included among the board members	Achieved

Independence of Board of Directors:

- I. Among the current 7 board seats, 3 are occupied by independent directors (42.86%); none of them have served more than 3 terms.
- II. 14.29% of directors concurrently serve as employees of the Company and 85.71% of them do not have employee status.
- III. All board members do not have situations as defined in Article 26-3, paragraph 3 and 4 of the Securities Exchange Act.