

To enhance the board's effectiveness, the Company is dedicated to providing ongoing training programs and refresher courses for all members of its Board of Directors. These initiatives adhere to specific requirements, ensuring the quality and relevance of the education provided. Our commitment extends to establishing a regular and consistent schedule of educational activities tailored to align with the Company's evolving needs and industry benchmarks. The goal is to strengthen the board's expertise by focusing on a curriculum that encompasses crucial topics such as risk management, international trends, industry outlook & prospects, and considerations related to environmental, social, and governance (ESG) factors.

In this regard, throughout the year 2023, training and information sessions have been imparted to the members of the Board of Directors related to the following topics, among others:

The seminar held on May 10, 2023, revolved around the central theme of "Strengthening Board Functions to Elevate Corporate Sustainability Value". Beyond providing an overview of Corporate Governance, the session delved into critical aspects of directorial oversight, including effective risk management and strategic approaches, internal controls and audit, prevention, and detection of fraudulent activities, defense strategies against cybersecurity threats, operational excellence, and the fostering of value creation.

Similarly, the seminar conducted on November 8, 2023, focused on the "New Challenge to Corporate Governance as ESG Knocking." The session undertook a comprehensive exploration of two prevailing models of Environmental, Social, and Governance (ESG) within the frameworks of the United States and Europe. The discourse extended to address the inherent challenges associated with ESG, including issue definition, the relationship between ESG and profitability, and the scrutiny of ESG as either a compliance imperative or an integral strategic business model.

In addition, the seminar engaged in a thorough examination of ongoing debates concerning regulatory models and the evolving role of government in the ESG landscape. The multifaceted discussions offered invaluable insights that empower boards of directors to translate theoretical knowledge into concrete governance practices within the intricate domain of ESG.

Moreover, supplementary themes directly linked to risk management are

incorporated into annually regular training, ensuring a well-rounded education for non-executive directors. This approach enables them to grasp the latest risk management practices and equips them with the ability to effectively assess various forms of risks.

On November 21, 2023, an annually regular education was tailored for non-executive directors, centering around the theme of "Concepts and Practices in Risk Management." This course comprehensively addresses the following key dimensions:

- ✧ Continuous emergence of global risk events.
- ✧ Corporate governance 3.0 and its role as a guide for companies in implementing risk management.
- ✧ Reinforcement of the promotion and supervision of risk management.
- ✧ Practical aspects of corporate risk management.

The ultimate objective of the course is to deliver:

- ✧ Establishing effective risk management mechanisms and ensuring their implementation.
- ✧ Cultivating a high level of risk management awareness among employees through advocacy and educational training.
- ✧ Fostering cross-departmental collaboration to address significant risks across the entire company.
- ✧ Cautioning managers against underestimating risks due to past successes.
- ✧ Implementing performance measurements to enforce corporate risk management.
- ✧ Cultivating a culture of accountability, encouraging employees to take initiative and commit.
- ✧ Implementing integrity in business operations and whistleblower mechanisms to ensure comprehensive oversight.
- ✧ Ensuring effective supervision by boards of directors and functional committees.

Collectively, these courses contribute to the continual development of directors' expertise, enabling them to navigate the dynamic business landscape and actively contribute to the sustainable success of the Company.

For a comprehensive overview of the training and education provided to the directors of the 10th Board of Directors, please refer to the table below.

Director	Date of Appointment	Continuing Education	The Company's Annually Regular Education
Shui-Yi Kuo Executive Director	2022/5/27	<ul style="list-style-type: none"> <li>★ The 14th Taipei Corporate Governance Forum (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	
Chau-Young Lin Executive Director	2023/7/4	<ul style="list-style-type: none"> <li>★ Merger and Acquisition Strategic Thinking and Evaluation Practices (2023)</li> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> </ul>	
Hsiang-Ling Hu Non-Executive Director	2022/5/27	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ To Improve Functions of the Board of Directors (2022)</li> <li>★ 2022 Corporate Governance Summit XVIII-Improve the Functions of Directors and Implement the Company's Sustainable Governance (2022)</li> </ul>	<p>Concepts and Practices of Risk Management (2023)</p>

Director	Date of Appointment	Continuing Education	The Company's Annually Regular Education
Ching-Hwi Lee Non-Executive Director	2022/5/27	<ul style="list-style-type: none"> <li>★ Promoting Corporate Sustainable Development through Risk Management -Best Practice Principles on Risk Management for TWSE/TPEX Listed Companies (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ Walking the Talk on ESG – The Perspective of Corporate Governance (2022)</li> <li>★ Ten Required Lessons on Corporate Governance (2022)</li> <li>★ 2022 Corporate Governance Summit XVIII-Improve the Functions of Directors and Implement the Company's Sustainable Governance (2022)</li> </ul>	Concepts and Practices of Risk Management (2023)
Shin-Yi Chang Non-Executive Director	2022/5/27	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ Corporate Governance Summit XIX- Creating New Sphere of Governance for the Elevating Value of Enterprises</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ 2022 Corporate Governance Summit XVIII-Improve the Functions of Directors and Implement the Company's Sustainable Governance (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	Concepts and Practices of Risk Management (2023)

Director	Date of Appointment	Continuing Education	The Company's Annually Regular Education
<p>Sin-Horng Chen Non-Executive Director</p>	<p>2022/5/27</p>	<ul style="list-style-type: none"> <li>★ The Technological Development and Business Opportunities of ChatGPT (2023)</li> <li>★ Legitimacy of Information Security Management Laws under the Threat of Ransomware (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Concepts, Practices and Tools for Corporate Group Tax Governance (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	<p>Concepts and Practices of Risk Management (2023)</p>
<p>Shih-Hung Tseng Non-Executive Director</p>	<p>2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ 2023 Insider Trading Prevention Advocacy Seminar (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	<p>Concepts and Practices of Risk Management (2023)</p>

Director	Date of Appointment	Continuing Education	The Company's Annually Regular Education
<p>Hsiu-Chuan Tsai Non-Executive Director</p>	<p>2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ 2023 Insider Trading Prevention Advocacy Seminar (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Deep Dive into Cybersecurity Tactics of Listed Companies from the Perspective of ESG Development (2022)</li> <li>★ Enterprise Financial Information Analysis and Application of Decision-Making (2022)</li> <li>★ Ten Required Lessons on Corporate Governance (2022)</li> <li>★ How Directors supervise the Company's Risk Management and Internal Controls (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	<p>Concepts and Practices of Risk Management (2023)</p>
<p>Chung-Chin Lu Independent Director</p>	<p>2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	

<p style="text-align: center;">Yu-Fen Lin Independent Director</p>	<p style="text-align: center;">2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Corporate Governance Forum- Friendly Finance through Fair Customer Treatment (2023)</li> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ Introduction to Corporate Governance 4.0 (2023)</li> <li>★ Protection of Trade Secret and Fraud Prevention Practices (2023)</li> <li>★ Corporate Governance Forum - International Trends in Anti-Money Laundering and the Utilization of Fintech(2023)</li> <li>★ Delving into the 2030 sustainable governance landscape of the financial industry through a comprehensive exploration of the 2023 International ESG Mega Trends (2023)</li> <li>★ Senior-Friendly Customer Series - Basic Understanding of Elderly Consumers (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan’s Future Service Vision (2022)</li> <li>★ Legal Issues Relating to ESG for the Board’s Consideration (2022)</li> <li>★ Do Well by Doing Good – Impact Investing &amp; SDGs Practices (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Enterprise Financial Information Analysis and Application of Decision-Making (2022)</li> <li>★ International Trends in Money Laundering Prevention and the Application of Financial Technology (2022)</li> <li>★ The Analysis of the Principle of Fair Treatment of Customers (2022)</li> <li>★ Ten Required Lessons on Corporate Governance (2022)</li> </ul>	
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		<ul style="list-style-type: none"> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	
<p style="text-align: center;">Yi-Chin Tu Independent Director</p>	<p style="text-align: center;">2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ 5G and Beyond: A Catalyst for Taiwan's Future Service Vision (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	
<p style="text-align: center;">Su-ming Lin Independent Director</p>	<p style="text-align: center;">2022/5/27</p>	<ul style="list-style-type: none"> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ New Challenge to Corporate Governance as ESG Knocking (2023)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Enterprise Financial Information Analysis and Application of Decision-Making (2022)</li> <li>★ Innovation of Circular Economy for Creating True Value (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> <li>★ From ESG Management to Corporate Sustainability Transformation (2022)</li> </ul>	



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Chia-Chung Chen Independent Director	2022/5/27	<ul style="list-style-type: none"> <li>★ Advanced Seminar on Directors and Supervisors (Including Independent Directors) Practices - Leveraging the Profitable Functions of Board Committees (2023)</li> <li>★ Competition and Consumer Protection Issues under Digital Economy (2023)</li> <li>★ Information Security Governance Lecture - Strategic Thinking and Practices (2023)</li> <li>★ Strengthening Board Functions to Elevate Corporate Sustainability Value (2023)</li> <li>★ Risks and Opportunities of Climate Change and Net Zero Emissions Policies on Business Operations (2022)</li> <li>★ Key Technology and Business Opportunities of Quantum Technology (2022)</li> <li>★ Operational Practices of the Audit Committee (2022)</li> <li>★ Digital Transformation and Risk Management (2022)</li> <li>★ Corporate Governance in Coping with the Changes of the International Order (2022)</li> </ul>	