

Phihong Technology Co.,Ltd.
Board Diversity Policy

Enhancing Board Diversity Policy and Diverse Backgrounds of Directors:

- The current board consists of 9 members, including 4 independent directors (44.4% of the total board) and 3 directors who are also employees (33.33% of the total board). The current board consists of 9 members, including 4 independent directors (44.4% of the total board), 3 directors who are also employees (33.33% of the total board), and 1 female director (11.11% of the total board).
- **Age Distribution:**
 - 41-50 years old: 22.22%
 - 51-60 years old: 44.44%
 - 61-70 years old: 22.22%
 - 71-80 years old: 11.12%
- **Professional Backgrounds:**
 - Board members have extensive experience and expertise in finance, business and management, law, and information technology.
 - One independent director is currently the CFO of Taiwan Cement Corporation, with a specialization in finance and accounting, representing 12.5% of the board.

These measures demonstrate PhihongTechnology's commitment to board diversity, ensuring that the board can provide comprehensive support for the company's development from multiple perspectives and professional backgrounds. Such a diversity policy helps to enhance the quality of decision-making and corporate governance.

Implementation status of Board diversity of the company:

Item Name of Director		Basic Information				Industry Experience				Expertise			
		Gender	Nationality	Concurrent Employee	Age	Electronic Technology	Product Design	Assets Management	Others	Operations and Management	Accounting, Finance, Commerce	Law	Information Technology
Director	Lin, Chung-Min	Male	R.O.C.	V	71~ 80	V			V	V	V		V
	Lin, Fei-Hong	Male	R.O.C.	V	41~ 50	V	V		V	V	V		
	Chiang, Wei-Feng (Representative of Kuan Feng Investment Ltd.)	Male	R.O.C.		61~ 70	V		V	V	V	V		V
	Lin, Kuan-Hong (Representative of Kuan Feng Investment Ltd.)	Male	R.O.C.	V	41~ 50	V		V	V	V	V		V
	Yu Ming-Jen (Representative of Taiwan Cement Corporation)	Male	R.O.C.		51~ 60			V	V	V	V		V
Independent Director	Hong, Yu-Yuan	Male	R.O.C.		51~ 60	V			V	V	V		V
	Lin, Kuei-Hong	Male	R.O.C.		51~ 60	V	V		V	V	V		
	Wu, Chung-Shu	Male	R.O.C.		61~ 70				V	V	V		
	Kang, Hui-Mei	Female	R.O.C.		51~ 60	V			V	V	V		V

Board Independence:

As of the end of 2024, the company's board consists of 8 directors, including 4 independent directors (44.4%). There are 6 non-employee directors (66.6%), and 3 directors are related within the second degree of kinship (33.33%). There are no spousal or second-degree kinship relationships between independent directors or between directors and independent directors, in compliance with Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. The current directors' education, gender, and work experience are as follows.

No.	Title	Name	Gender	Primary Education, Experience, and Current Position
1	Director	Lin, Chung Ming	Male	<ul style="list-style-type: none">● Education: Electronic Equipment Maintenance Department, National Chia-Yi Industrial Vocational High School● Experience: Sales Engineer of I Yu Electric Co. Ltd.● Current Position: Chairman of Phihong Technology Co., Ltd.
2	Director	Kuan Feng Investment Ltd. Representative: Lin, Kuan-Hong	Male	<ul style="list-style-type: none">● Education: San Jose State University Business Administration (International Business)● Experience: Vice President of Manufacturing Center and Special Assistant of Intelligent Power Solution BU., Phihong Technology Co., Ltd.● Current Position: President of Phihong Technology Co., Ltd.
3	Director	Kuan Feng Investment Ltd. Representative: Jiang, Wei-Feng	Male	<ul style="list-style-type: none">● Education: Master's in Business Management, National Chung Hsing University● Experience: General Manager of Hambrecht & Quist Co., Ltd.● Current Position: Chairman of Black Marble Capital Management Co., LTD.
4	Director	Lin, Fei-Hong	Male	<ul style="list-style-type: none">● Education: Takushoku University● Experience: Executive Vice President of Spring City Resort Co., Ltd. Special Assistant to Chairman of Phihong Technology Co., Ltd. BU Head of Electric Vehicle Energy of Phihong Technology Co. Ltd.● Current Position: Chairman of Zerova Technologies Taiwan Limited

No.	Category	Name	Gender	Primary Education, Experience, and Current Position
5	Director	Taiwan Cement Corporation Representative: Yu, Ming-Ren	Male	<ul style="list-style-type: none"> ● Education: MBA, NYU Stern School of Business Department of Economics, National Taiwan University ● Experience: Treasurer and Spokesperson of Elite Material Co. Ltd.Group and Executive Director of FIH Mobile Limited Treasurer/Business Director/General Manager of Hong Kong Allied Group ● Current Position: Chief Financial Officer of Taiwan Cement Corporation Independent Director of Shihlin Development Company Limited
6	Independent Director	Hong, Yu-Yuan	Male	<ul style="list-style-type: none"> ● Education: University of Sydney, Australia ● Experience: Director of Information Office, Chiayi County Government Associate Professor and Head of Department, Department of International Business Administration,Toko University ● Current Position: Chairman of Sam Kuei Construction Co., Ltd.
7	Independent Director	Wu, Chung-Shu	Male	<ul style="list-style-type: none"> ● Education: PhD in Economics, Northwestern University, US ● Experience: Chairman of Taiwan Academy of Banking and Finance Director of Chung-Hua Institution Economic Research ● Current Position: Director of Taiwan Institute of Economic Research
8	Independent Director	Lin, Kuei-Hong	Male	<ul style="list-style-type: none"> ● Education: Department of Public Administration, Tamkang University ● Experience: Head of LOHAS Outdoor Products Enterprise ● Current Position: Head of LOHAS Outdoor Products Enterprise
9	Independent Director	Kang, Hui-Mei	Female	<ul style="list-style-type: none"> ● Education: Department of International Trade, National Taiwan University; EMBA, Institute of International Business, National Taiwan University ● Experience: President, IBF Securities Co., Ltd.; COO, Polaris Securities Co., Ltd. ● Current Position: President, La Fresh Information Co., Ltd.; Chairman, Feng Yi International Investment Co., Ltd.; Independent Director, Wonder Pets Enterprises Corporation