

**Phihong Technology Co.,Ltd.**  
**Board Diversity Policy**

**Enhancing Board Diversity Policy and Diverse Backgrounds of Directors:**

- The current board consists of 10 members, including 4 independent directors (40% of the total board), 4 directors who concurrently serve as managerial officers (accounting for 40% of the total board, exceeding one-third of the board seats), and 1 female director (10% of the total board). The board diversity policy management goals have not yet been achieved.
- **Age Distribution:**
  - 41-50 years old: 20%
  - 51-60 years old: 50%
  - 61-70 years old: 20%
  - 71-80 years old: 10%
- **Professional Backgrounds:**
  - Board members have extensive experience and expertise in finance, business and management, law, and information technology.
  - One director currently serves as the Chief Financial Officer of Taiwan Cement Corporation, and one independent director has a professional background in the financial sector, with a specialization in finance and accounting, representing 20% of the board.

These measures demonstrate Phihong Technology's dedication to maintaining a diverse and well-qualified board. By incorporating members from various professional fields and age groups, the company enhances the quality of decision-making and strengthens corporate governance, supporting sustainable growth and development.

**Implementation status of Board diversity of the company:**

<div>Item</div> <div>Name of Director</div>		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		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
	Chen Chun-Cheng	Male	R.O.C.	V	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 2025, the company's board consists of 10 directors, including 4 independent directors (40%). There are 6 non-employee directors (60%), and 4 directors are related within the second degree of kinship (40%). 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"><li>● Education: Electronic Equipment Maintenance Department, National Chia-Yi Industrial Vocational High School</li><li>● Experience: Sales Engineer of I Yu Electric Co. Ltd.</li><li>● Current Position: Chairman of Pihong Technology Co., Ltd.</li></ul>
2	Director	Kuan Feng Investment Ltd. Representative: Lin, Kuan-Hong	Male	<ul style="list-style-type: none"><li>● Education: San Jose State University Business Administration (International Business)</li><li>● Experience: Vice President of Manufacturing Center and Special Assistant of Intelligent Power Solution BU., Pihong Technology Co., Ltd.</li><li>● Current Position: President of Pihong Technology Co., Ltd.</li></ul>
3	Director	Kuan Feng Investment Ltd. Representative: Jiang, Wei-Feng	Male	<ul style="list-style-type: none"><li>● Education: Master's in Business Management, National Chung Hsing University</li><li>● Experience: General Manager of Hambrecht &amp; Quist Co., Ltd.</li><li>● Current Position: Chairman of Black Marble Capital Management Co., LTD.</li></ul>
4	Director	Lin, Fei-Hong	Male	<ul style="list-style-type: none"><li>● Education: Takushoku University</li><li>● Experience: Executive Vice President of Spring City Resort Co., Ltd. Special Assistant to Chairman of Pihong Technology Co., Ltd. BU Head of Electric Vehicle Energy of Pihong Technology Co. Ltd.</li><li>● Current Position: Chairman of Zerova Technologies Taiwan Limited</li></ul>

No.	Title	Name	Gender	Primary Education, Experience, and Current Position
5	Director	Taiwan Cement Corporation Representative: Yu, Ming-Ren	Male	<ul style="list-style-type: none"> <li>● Education: MBA, NYU Stern School of Business Department of Economics, National Taiwan University</li> <li>● 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</li> <li>● Current Position: Chief Financial Officer of Taiwan Cement Corporation Independent Director of Shihlin Development Company Limited</li> </ul>
6	Director	Chen Chun-Cheng (By-election 2025.06.10)	Male	<ul style="list-style-type: none"> <li>● Education: Department of Electronic Engineering, Chung Yuan Christian University.</li> <li>● Experience: R&amp;D Assistant Vice President, Phihong Technology Co., Ltd.; senior director, Flextronics International (Taiwan) Ltd; R&amp;D Vice President, Phihong Technology Co., Ltd.</li> <li>● Current Position: CTO, Zerova Technologies Taiwan Limited.</li> </ul>
7	Independent Director	Hong, Yu-Yuan	Male	<ul style="list-style-type: none"> <li>● Education: University of Sydney, Australia</li> <li>● Experience: Director of Information Office, Chiayi County Government Associate Professor and Head of Department, Department of International Business Administration,Toko University</li> <li>● Current Position: Chairman of Sam Kuei Construction Co., Ltd.</li> </ul>
8	Independent Director	Wu, Chung-Shu	Male	<ul style="list-style-type: none"> <li>● Education: PhD in Economics, Northwestern University, US</li> <li>● Experience: Chairman of Taiwan Academy of Banking and Finance Director of Chung-Hua Institution Economic Research</li> <li>● Current Position: Director of Taiwan Institute of Economic Research</li> </ul>
9	Independent Director	Lin, Kuei-Hong	Male	<ul style="list-style-type: none"> <li>● Education: Department of Public Administration, Tamkang University</li> <li>● Experience: Head of LOHAS Outdoor Products Enterprise</li> <li>● Current Position: Head of LOHAS Outdoor Products Enterprise</li> </ul>
10	Independent Director	Kang, Hui-Mei (By-election 2024.06.12)	Female	<ul style="list-style-type: none"> <li>● Education: Department of International Trade, National Taiwan University; EMBA, Institute of International Business, National Taiwan University</li> <li>● Experience: President, IBF Securities Co., Ltd.; COO, Polaris Securities Co., Ltd.</li> <li>● Current Position: President, La Fresh Information Co., Ltd.; Chairman, Feng Yi International Investment Co., Ltd.; Independent Director, Wonder Pets Enterprises Corporation</li> </ul>

