Directors' Professional Qualifications and Independent Directors' Independence Status

1、The Company’s Board includes three Independent Directors, approximately 43% of the total board composition.

2、The Company’s Chairman and CEO, or any position of equal status, are not of the same individual and not a spouse or relative within the first degree of kinship to each other.

3、Board members are elected through nomination and all directors, including Independent Directors, have not been involved in any of the situations defined in Article 26-3 of the Securities and Exchange Act, as of the time of appointment. 。

4、Chairman Jason K.L. Chang and Director Alec Jun-Ci Chang have a second-degree kinship relationship.

Condition / Name	Professional qualifications and work experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies Concurrently Serving as an Independent Director
Jason K. L. Chang	1. Chairman of the Company, Convener of the Sustainable Development Committee, Member of the Nomination Committee, and Convener of the Risk Management Committee. 2. Other positions include Director of Taiwan Cement Corp., Director of Chia Hsin Property Management & Development Corp., Chairman of YJ Int'l Corp, and more. 3. Extensive cross-industry leadership experience in cement, construction, hospitality, and more.	Has a second-degree kinship relationship with Director Alec Jun-Ci Chang.	**0**
Pan Howard Wei Hao	1. Director of the Company and Member of the Sustainable Development Committee. 2. Other positions include Chairman of Cheng Yeh Chemical Works Ltd., Director of Chia Hsin Property Management & Development Corporation, and Director of Chia Sheng Construction Corporation, and more. 3. Extensive cross-industry leadership experience in construction, Healthcare, and more.	No spouse or relatives within the second degree of kinship currently on the Board.	**0**
Alec Jun-Ci Chang	1. Director of the Company. 2. Also serves as Special Assistant to the Chairman of Chia Hsin Cement Corp. and Director of Tong Yang Chia Hsin International Corp. 3. Has experience in the cement industry, asset management, and hospitality services.	Has a second-degree kinship relationship with Director Jason K. L. Chang.	**0**

Condition / Name	Professional qualifications and work experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies Concurrently Serving as an Independent Director
Chen-Ching Chen	1. Director of the Company. 2. Other positions include Director of Chien Kuo Construction Co., Ltd., Chairman of Chien Kuo Building Co., Ltd., and Chairman of Chien Bang Real Estate Development Co., Ltd., and more. 3. Extensive cross-industry business experience in engineering construction, property development, and related sectors.	No spouse or relatives within the second degree of kinship currently on the Board.	**0**
Pao-Chu Lin	1. Independent Director of the Company, Convener of the Audit Committee, Convener of the Remuneration Committee, Convener of the Nomination Committee, Member of the Sustainable Development Committee, and Member of the Risk Management Committee. 2. Other positions include Independent Director of APCB Inc., Director of FuShih Charity Foundation, Taipei, and Director of Zhen Xiang Education Foundation, among others. Former positions include Certified Public Accountant at KPMG Taiwan and Advisor to the Chairman/CEO Office. 3. Extensive practical experience in auditing, risk management, internal auditing, and compliance.	1. Meets the criteria of Independent Director. 2. Fully complied with Independence status: (1) The individual, his/her spouse, or relatives within the second degree of kinship does not hold position as director, supervisor, or employee of the Company or its affiliates. (2) The individual, his/her spouse, or relatives within the second degree of kinship does not own any shares of the Company. (3) During the two years before appointment and throughout the tenure, there was no involvement in any of the situations defined in Article 3, Paragraph 1 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	**1**
Kevin Kuo-I Chen	1. Independent Director of the Company, Member of the Audit Committee, Member of the Remuneration Committee, Member of the Sustainable Development Committee, Member of the Nomination Committee, and Member of the Risk Management Committee. 2. Other positions include Vice Presi-dent of National Taiwan	1. Meets the criteria of Independent Director. 2. Fully complied with Independence status: (1) The individual, his/her spouse, or relatives within the second degree of kinship does not hold position as director, supervisor, or employee of	**0**

Condition / Name	Professional qualifications and work experience (Note 1)	Independence Status (Note 2)	Number of Other Public Companies Concurrently Serving as an Independent Director
	Sport University and Consultant to the Chinese Taipei Olympic Committee, and more. 3. Extensive practical experience in legal affairs, business management, and international affairs.	the Company or its affiliates. (2) The individual, his/her spouse, or relatives within the second degree of kinship does not own any shares of the Company. (3) During the two years before appointment and throughout the tenure, there was no involvement in any of the situations defined in Article 3, Paragraph 1 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	
Mei-Ling Chang	1. Independent Director of the Company and Member of the Audit Committee. 2. Other positions include Independent Director of VisEra Technologies Company Limited and Independent Director of ShunSin Technology Holdings Limited. Former positions include Division Director at MediaTek Inc. and Vice President at Standard Chartered Bank, among others. 3. Extensive practical experience in legal affairs, financial services, and securities markets.	1. Meets the criteria of Independent Director. 2. Fully complied with Independence status: (1) The individual, his/her spouse, or relatives within the second degree of kinship does not hold position as director, supervisor, or employee of the Company or its affiliates. (2) The individual, his/her spouse, or relatives within the second degree of kinship does not own any shares of the Company. (3) During the two years before appointment and throughout the tenure, there was no involvement in any of the situations defined in Article 3, Paragraph 1 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.	**2**

Note 1: The Directors of the Company have not been involved in any of the circumstances described in Article 30 of the Company Act.

Note 2: The Directors listed in this table are current directors of the Company.