



大華建設

DELPHA CONSTRUCTION CO., LTD.

**Board of Directors diversity policy and implementation status:**

According to Article 20 of the "Corporate Governance Best Practice Principles" of the Company's, the composition of the Board of Directors shall be determined by taking diversity into consideration. It is advisable that Directors concurrently serving as the Company's managers do not exceed one third of the total number of the Board members, and that an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development must be formulated. The members of the current Company's Board of Directors, including Independent Directors, can make decisions using operating judgment capabilities, accounting and financial analyst ability, operating management capabilities, crisis management capabilities, knowledge of the industry, global marketing perspective, leadership, decision-making and overall capabilities with professional background including law, accounting, finance or technology, professional skills and business experience in the industry. Members have extensive experience and professional knowledge in finance, construction, management, law, and accounting. The Company also pays close attention to gender equality for the composition of the Board of Directors and plans to add one female Director in the next election of the Board of Directors. The relevant implementation status is as follows:

Name of Directors	Basic composition						Industry experience		Professional skills			
	Gender	Background	Age		Years of Independent Directors		Construction	Finance	Accounting	Law	Management	Risk Management
			40 to 50	Above 60	3 years and below	3-9 years						
Cheng,Ssu-Tsung	Male	Management /finance	V					V			V	V
Lee,Chin-Yi	Male	Management /construction		V			V				V	V
Yan,Ming-Hung	Male	Management /finance	V					V			V	V
Tseng,Ping-Joung	Male	Management /hotel		V			V				V	V
Wang,Mu-Fan	Male	Accounting	V		V				V			V
Yeh,Chien-Wei	Male	Law	V		V					V		V
Chen, Rui-Li (Newly acceded on August 5th, 2021)	Male	Management /construction	V		V		V				V	V
Huang,Chih Chen (Resigned on March 26th, 2021)	Male	Management /construction	V		V		V				V	V