

Board of Director (BOD) Diversity Policy

Weblink constantly pay attention to corporate governance, our BOD Diversity Policy is included into Chapter III Enhancing the Function of Board of Directors of “Weblink International Inc. Corporate Governance Best-Practice Principles”.

The board of directors of the Company shall direct company strategies, supervise the management, and be responsible to the shareholders meetings. Procedures and arrangement relating to corporate governance shall ensure that, in exercising its authority, the board of directors will comply with laws, regulations, articles of incorporation, and the resolutions of shareholders meetings of the Company.

Regarding the structure of the board of directors, the Company shall determine an appropriate number of board members not less than five persons, in consideration of its business scale, the shareholding of its major shareholders and practical operational needs.

The company advocates and respects our BOD Diversity Policy. In addition to the fact that the directors who concurrently serve as company managers should not exceed one-third of the directors' seats, an appropriate diversification policy should be drawn up based on its operations and business model. Development needs, which should include but not Standards limited to the following two aspects:

1. Basic requirements and values: Gender, age, nationality, culture, and race.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, and technology), professional skills, and industry experience.

To strengthen the functions of the board of directors and achieve the ideal goal of corporate governance, Article 22 of the company's "Principles of Corporate Governance Best-Practice" clearly states that the board of directors as a whole should have the following capabilities:

1. Ability to make operational judgment.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Industrial knowledge.
6. International market perspective.
7. Ability to lead.
8. Ability to make decisions.

The specific management objectives of the BOD Diversity Policy

The diversification of board members is conducive to the effective functioning of

the board of directors. The nomination and selection of members of the company's board of directors comply with the provisions of the company's articles of association and adopt a candidate nomination system to ensure the diversity and independence of directors. Directors with professional knowledge and skills provide different perspectives and contributions further to strengthen the functions of the board of directors. The company has achieved the specific management goals of more than half of the independent directors and at least one female director and expects that each gender will account for more than 1/3 (inclusive) of the board of directors in the next session of the board of directors.

The implement of the BOD Diversity Policy:

By the end of 2023, the company's board of directors will have seven directors (including four independent directors):

- 1) there are one directors aged 51-60; and
- 2) Six directors over 61 years old; there is
- 3) one female director and the rest are male directors;
- 4) all directors are Taiwanese.

The overall ability of business judgment, leadership decision-making, business management, international market outlook, crisis management, etc., and industrial experience and professional ability;

- 1) those with business management experience are Chairman: Jason Chen, Director: Dave Lin, Director: Reui-Bo, Tang, Director Kuang-Hua, Shao, Director Kuang-Hua, Shao, Director: Jia-Lin Jin (*), and Director: Yeh-Jen Cheng(*);
- 2) those who are good at marketing are Directors Dave Lin, Director Kuang-Hua, Shao, Director Reui-Bo, Tang, Director: Director: Jia-Lin Jin (*), and Director: Yeh-Jen Cheng(*), and Director: Yeh-Jen Cheng(*);
- 3) those who are capable of information technology are directors Kuang-Hua, Shao;
- 4) Ming-Chih, Wang has the professional ability of an accountant and has actual practice;
- 5) directors Meggy Chen, Jia-Lin Jin (*), and Yeh-Jen Cheng (*) have financial professional knowledge and experience in investment and mergers and acquisitions.

Name	Basic requirements and values					Industrial experience			Professional		
	Nationality or Registration	Gender	With employee status	Age		Management administration	Marketing	IT	Finance	Accounting	Crisis Management
				51-60	61-70						
Jason Chen	R.O.C	M	-	-	v	v	v	○	○	-	v
Dave Lin	R.O.C	M	v	-	v	v	v	○	○	-	v
Meggy Chen	R.O.C	F	-	v	-	○	-	-	v	-	v
Reui-Bo, Tang	R.O.C	M	-	-	v	v	v	○	○	-	v
Kuang-Hua, Shao	R.O.C	M	-	-	v	v	v	v	○	-	v
Ming-Chih, Wang	R.O.C	M	-	-	v	-	-	-	○	v	v
Jia-Lin Jin(*)	R.O.C	M	-	-	v	v	v	○	○	-	v
Yeh-Jen, Cheng(*)	R.O.C	M	-	v	-	v	v	-	v	-	v

Note : " v " capable; "○" have partial ability

* On June 7, 2023, the shareholders meeting re-elected directors. Jia-lin, Jin was elected , and Yeh-Jen, Cheng was dismissed.