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 (44.44% of the total board), 4 directors who concurrently serve as managerial officers (accounting for 44.44% of the total board, exceeding one-third of the board seats), and 1 female director (11.11% of the total board). The board diversity policy management goals have not yet been achieved.
- **Age Distribution:**
  - 41-50 years old: 22.22%
  - 51-60 years old: 22.22%
  - 61-70 years old: 44.44%
  - 71-80 years old: 11.11%
- **Professional Backgrounds:**
  - Board members have extensive experience and expertise in finance, business and management, law, and information technology.

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:

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
	Chen Chun-Cheng	Male	R.O.C.	V	61~ 70	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
	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
Independent Director	Wu, Chung-Shu	Male	R.O.C.		61~ 70				V	V	V		
	Lin, Kuei-Hong	Male	R.O.C.		51~ 60	V	V		V	V	V		
	Kang, Hui-Mei	Female	R.O.C.		51~ 60	V			V	V	V		V
	Chou, Ta-Jen	Male	R.O.C.		61~ 70				V	V		V	V

Board Independence:

As of the end of 2026, the company's board consists of 9 directors, including 4 independent directors (44.44%). There are 1 non-employee directors (11.11%), 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	● 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	Chen Chun-Cheng	Male	● Education: Department of Electronic Engineering, Chung Yuan Christian University. ● Experience: R&D Assistant Vice President, Phihong Technology Co., Ltd.; senior director, Flextronics International (Taiwan) Ltd; R&D Vice President, Phihong Technology Co., Ltd. ● Current Position: Vice Chairman of Phihong Technology Co., Ltd., CTO, Zerova Technologies Taiwan Limited.
3	Director	Kuan Feng Investment Ltd. Representative: Lin, Kuan-Hong	Male	● 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.
4	Director	Lin, Fei-Hong	Male	● 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
5	Director	Kuan Feng Investment Ltd. Representative: Jiang, Wei-Feng	Male	● 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.
6	Independent Director	Wu, Chung-Shu	Male	● 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

7	Independent Director	Lin, Kuei-Hong	Male	● Education: Department of Public Administration, Tamkang University ● Experience: Head of LOHAS Outdoor Products Enterprise ● Current Position: Head of LOHAS Outdoor Products Enterprise
8	Independent Director	Kang, Hui-Mei	Female	● 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
9	Independent Director	Chou, Ta-Jen	Male	● Education: Master of Laws, Harvard Law School, USA ● Experience: Executive Director, Direct Investment Business Group, China Development Industrial Bank, General Manager, Jardine Fleming Ventures ● Current Position: Member of Investment Committee, IBF Venture Capital Co., Ltd., Juridical Person Representative Director, UBI Pharma Inc., Juridical Person Representative Director, Cenra Inc., Juridical Person Representative Director, United Biomedical, Inc., Asia, Independent Director, Aurotek Corporation, Supervisor, E-CMOS TECHNOLOGY CORP., Independent Director, AmTRAN Technology Co., Ltd., Chairman, Heli Financial Consulting Co., Ltd.