

Director Selection Procedure

The selection process, conducted in accordance with the Company's "Director Selection Procedure," shall consider the overall composition of the Board of Directors. The composition of the Board of Directors shall consider diversity and formulate an appropriate diversity policy based on its own operations, business model, and development needs. This should include, but not be limited to, the following two major criteria (as set forth in Article 2 of the Company's Director Selection Procedure):

1. Basic Qualifications and Values: Gender, age, nationality, and culture.
2. Professional Knowledge and Skills: Professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Board members shall generally possess the knowledge, skills, and qualities necessary to perform their duties. The overall capabilities they should possess are as follows:

1. Operational judgment.
2. Accounting and financial analysis skills.
3. Business management capabilities.
4. Crisis management skills.
5. Industry knowledge.
6. International market perspective.
7. Leadership skills.
8. Decision-making ability.

Directors must hold a majority of the seats, and may not be spouses or relatives within the second degree of kinship.

The Company's Board of Directors shall consider adjusting the composition of the Board based on the results of performance evaluations.

Professional Background of Individual Board Members (Elected on June 1, 2023)

Title	Name	Education background	Main experiences
Chairman	Tsai, Pang-Chuan	College of Management, Cheng Shiu University	Chairman of Franbo Lines Corp.
Director	Tsai, Ching-Chuang	Department of Economics, University of Toronto, Canada	General Manager of Franbo Lines Corp.
Director	Lo, Chun-Yu	Department of Electrical Engineering, National Chung Hsing University	Director of Ever Steel Enterprise Co., Ltd.
Director	Shen, Yi-Wen	Graduated from a trade school	Director General of Kaohsiung Disabled Services Association
Independent Director	Yen, Shu-Yang	Master of Business Administration/Laws, American University, USA	Attorney-in-Charge of Kaohsiung Office, Asian Pacific Int'l Patent & Trademark Office
Independent Director	Wu, Tien-Ming	Department of Shipping & Transportation Management, National Taiwan Ocean University Chairman of Kaohsiung Marine Shipperservice Corp.	Chairman of Morgan Shipping Agency Corp. Director of Kaohsiung Marine Shipperservice Corp. Director of Kaochun Logistics & Stevedoring Co., Ltd. President of Allegro Shipping Agency Corp.
Independent Director	Liu, Jung-Chin	Department of Accounting, Chinese Culture University Partner CPAs of Chien Hsing Accounting Firm	Certified Public Accountants of Chien Sheng Finance and Taxation Joint Accounting Firm Independent Director of Univacco Technology Inc.
Independent Director	Lin, Shih-Chuan	Master of Information Engineering, Lamar University, USA	President of Ming Tzong Harng Trading Co., Ltd. President of Ming Quo Enterprise Co., Ltd.

Implementation and Implementation of the Diversity Policy for Directors

The list of directors elected at the Company's 2023 General Meeting of Shareholders and the implementation of the diversity policy are as follows:

- (A) The nomination and selection of members of the Company's Board of Directors are conducted in accordance with the Company's Articles of Association and the "Director Election Rules." We adopt a candidate nomination system. In addition to evaluating each candidate's academic and professional qualifications, we also consider the opinions of stakeholders to ensure the diversity and independence of the Board.
- (B) Among the eight members of the Board of Directors, two are female representatives and one represents the steel industry. Among the four independent directors, one is a certified public accountant, one is a practicing attorney, and one has extensive experience in shipping agency and management. Each director's expertise in financial accounting

analysis, operational management, risk management, and industry experience contributes significantly to the Company's operational decision-making and mid- to long-term strategic planning.

- (C) Of the eight members of the Board of Directors, 25% are employees, 50% are independent directors, and 25% are female directors. Director age (2 directors aged 71-80; 2 directors aged 61-70; 4 directors aged 41-50). Independent director years of service (1 director with less than 3 years of service; 3 directors with 3-9 years of service).

Name of Director	Diversified core	Basic composition								Industrial experience					Professional ability			
		Nationality	Gender	Having employee status		Age			Term and seniority of Independent Directors		Shipping	Iron and steel	Accounting and Finance	Service and Marketing	Lecturer in colleges and	Legal affairs	Accounting	Risk management
						41-50	51-60	61-70	71-80	Less than 3								
Prosperity Investment and Consulting Co., Ltd. Representative: Tsai, Pang-Chuan		ROC	Male	✓				✓			✓		○					○
Prosperity Investment and Consulting Co., Ltd. Representative: Tsai, Ching-Chuang		ROC	Male	✓	✓						✓		○			○		○
Shen, Yi-Wen		ROC	Female				✓							✓				○
Lo, Chun-Yu		ROC	Male		✓							✓	○					○
Independent Director: Yen, Shu-Yang		ROC	Female		✓					✓			○			✓		✓
Independent Director: Wu, Tien-Ming		ROC	Male					✓		✓	✓		○					○
Independent Director: Liu, Jung-Chin		ROC	Male				✓			✓			✓			✓	✓	✓
Independent Director: Lin, Shih-Chuan		ROC	Male		✓				✓		✓		○					○

Note 1: ✓ indicates “possesses this ability”; ○ indicates “partially possesses this ability”.

Succession Planning for Board Members and Key Management

In addition to requiring exceptional work ability, the company's succession planning requires alignment with its core values of "integrity, honesty, fairness, and ethical conduct."

The company currently has nine managers. In 2021, the Board of Directors promoted Tsai Bing-yui, previously Special Assistant to the General Manager's Office, to Deputy General Manager of the Operations Department, further aligning with the younger management team. The company also revised its Articles of Association.

A new Vice Chairman was appointed to develop operational skills as a future management candidate.

The senior manager succession training model consists of professional development, management development, and personal development plans. These programs are integrated and utilized by professional trainers to cultivate decision-making and judgment skills.