TSC Auto ID Technology Co., Ltd.

Board diversity policy and independence

(1) Board diversity policy and goals:

Pursuant to the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors shall take factors such as the development of the Company, its major shareholder status and actual operational needs into consideration and the Company has deemed that the Board ought to have no fewer than 5 members. In addition, composition of the Board shall be diverse in nature, with suitable diversification guidelines formulated base on factors such as the Company's nature of operation and management and its developmental needs. Board members include (but are not limited to) gender, age, professional background, professional skills and industry experience, etc., and should generally have the knowledge, skills and literacy necessary to perform their duties to achieve the ideal goals of corporate governance.

1. The board of directors shall be capable of:
   - A. Operational judgment
   - B. Accounting and financial analysis
   - C. Business management ability
   - D. Crisis management
   - E. Industry knowledge
   - F. International market view
   - G. Leadership
   - H. Decision making
2. Specific goals of the board diversity policy:
   - A. The No. of directors who also serve as managers of the Company shall not exceed 1/2 (50%) of the directors.
   - B. In line with the diversity policy, gender equality among members is targeted, with at least one female board member (14.3%) as the goal.
   - C. The goal is for the No. of independent director seats to exceed 1/3 (33.3%) of the total board seats.

(2) Implementation of the diversity policy of the Board of Directors:

All 7 current directors of the Company are of ROC nationality and possess the necessary knowledge, skills, and professional background required for their roles (Please refer to the section "Directors' Education and Experience" above). Each director brings extensive expertise in fields such as accounting, finance, business, banking, engineering, or industrial technology. In alignment with the Company's diversity policy, there are a total of 3 directors (42.9%, Wang Shiu Ting, Wang Hsing

Lei, and Chen Ming Yi) who also serve as company managers, which does not exceed 1/2 (50%) of the total board seats; 2 female directors (Including independent director) (28.6%, Luo Yue Gui and Lin Hsin Tien), and 3 independent directors (42.9%, Ma Chia Ying, Lin Tuo Zhi, and Lin Hsin Tien). The age distribution of the directors is as follows: 1 director (14.3%, Wang Shiu Ting) is in the 71–80 age group; 1 director (14.3%, Ma Chia Ying) are in the 61–70 age group; 2 directors (28.6%, Luo Yue Gui and Chen Ming Yi) are in the 51–60 age group, 2 directors (28.6%, Wang Hsing Lei and Lin Tuo Zhi) are in the 41–50 age group and 1 director (14.3%, Lin Hsin Tien) are in the 41–50 age group.

The following table shows the implementation of the Company's policy of diversity of board members:

Directors / Items		Wang Shiu Ting	Wang Hsing Lei	Rep. of Taiwan Semiconductor Company Ltd.: Luo Yue Gui	Chen Ming Yi	Ma Chia Ying	Li Chun Chi	Lin Tuo Zhi
Gender		Male	Male	Female	Male	Male	Male	Female
Age		71~80	41~50	51~60	51~60	61~70	41~50	31~40
Independent Director	< 3 Terms	N/A					✓	✓
	> 3 Terms					✓		
Required competency items	Operational judgment	✓	✓		✓	✓	✓	
	Accounting and financial analysis	✓	✓	✓	✓	✓	✓	
	Business administration	✓	✓		✓	✓	✓	✓
	Crisis management	✓	✓	✓	✓	✓	✓	
	Industry knowledge	✓	✓	✓	✓			✓
	International market view	✓	✓		✓	✓	✓	✓
	Leadership	✓	✓	✓	✓		✓	✓
	Decision making	✓	✓	✓	✓		✓	✓

(3) If the number of directors of the same gender on the board of directors of the Company is less than 1/3, the Company shall state the reasons and the measures to be taken to improve the gender diversity of the board of directors:

The company has 7 directors according to its articles of association. The current (7th) directors were elected at the shareholders' meeting on June 17, 2025. There are currently 2 female directors more than in the 6th board of the 1 female director, which met the relevant legal requirements, but still does not reach 1/3.

The Company attaches great importance to gender equality in the composition of the Board of Directors, with the goal of gradually increasing the number of female directors to more than 1/3. In the future, the Company will actively seek female talents with professional capabilities to join the Board of Directors to enhance corporate governance effectiveness and implement the policy of diversity of board members.

(4) Board Independence:

The Company's current Board of Directors consists of 7 members, including 3 independent directors. The independence status of the Board members is detailed in the table below:

Criteria / Name	Compliance of independence (Note 1)											
	1	2	3	4	5	6	7	8	9	10	11	12
Wang Shiu Ting						✓	✓		✓		✓	✓
Wang Hsing Lei					✓	✓	✓	✓	✓		✓	✓
Rep. of Taiwan Semiconductor Company Ltd.: Luo Yue Gui				✓		✓	✓		✓	✓	✓	
Chen Ming Yi			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director: Ma Chia Ying	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director: Lin Tuo Zhi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director: Lin Hsin Tien	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Note 1: Please place a "✓" in the box if the director or supervisor met the following conditions during active duty and two years prior to the date elected.

(1) Not employed by the Company or any of its affiliated companies.

(2) Not a director or supervisor of the Company or any of its affiliated companies (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiaries, or other subsidiaries of the parent that are compliant with the Act or local laws).

(3) Does not aggregately hold more than 1% of the Company's outstanding shares in their own names or under the name of a spouse, underage children, or proxy shareholder; nor is a top-ten natural-person shareholder of the Company.

(4) Not a manager listed in (1), or a spouse, second-degree relative or closer or third-degree direct relative or closer to any personnel listed in (2) or (3).

(5) Not a director, supervisor, or employee of any corporate shareholder that: 1. holds 5% or more of the Company's outstanding shares; 2. is a top-five shareholder; or 3. appoints a director/supervisor representative in the Company according to Paragraph 1 or 2, Article 27 of the Company Act (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiaries, or other subsidiaries of the parent that are compliant with the Act or local laws).

(6) Not a director, supervisor or employee of any other company that controls directorship in the company or where more than half of the total voting rights are controlled by a single party (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiaries, or other subsidiaries of the parent that are compliant with the Act or local laws).

(7) Does not assume concurrent duty as Chairman, General Manager or equivalent role, and is not a director, supervisor, or employee of another company or institution owned by a spouse (this restriction does not apply to concurrent independent director positions in the Company, its parent company, subsidiaries, or other subsidiaries of the parent that are compliant with the Act or local laws).

(8) Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any company or institution that has a financial or business relationship with the Company (however, this restriction does not apply to concurrent independent director positions held within companies or institutions that hold more than 20% but less than 50% outstanding shares of the Company, its parent company, subsidiaries, or other subsidiaries of the parent that are compliant with the Act or local laws).

(9) Non-professionals, sole proprietorships, partnerships, companies, or institutions that provide auditing services to the Company or its affiliates, or have received accumulative commercial, legal, financial, or accounting services of less than NT$500,000 in the most recent two years. A member of the remuneration committee, public acquisition review committee, or special committee for mergers and acquisitions that is performed by the proprietor, partner, director, supervisor, manager, or spouse in accordance with the Securities and Exchange Act or the Business Mergers And Acquisitions Act; Not subject to this restriction.

(10) Not a spouse or relative of second degree or closer to any other directors.

(11) Does not meet any of the conditions stated in Article 30 of the Company Act.

(12) Not elected as a government, corporate or other representative according to Article 27 of the Company Act.