

ChipMOS TECHNOLOGIES INC.

Diversity Policy and Implementation Status in the Composition of the Board of Directors

Diversity Policy in the Composition of the Board of Directors

According to the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as Company officers 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 needs be formulated and include, without being limited to, the following two general standards:

1. Basic requirements and values: Gender and age, it is advised that the ratio of female directors to reach one-third of the total number of the board members.
2. Professional knowledge and skills: A professional background, professional skills, and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

1. Ability to make operational judgments.
2. Ability to perform accounting and financial analysis.
3. Ability to conduct management administration.
4. Ability to conduct crisis management.
5. Knowledge of the industry.
6. An international market perspective.
7. Ability to lead.
8. Ability to make policy decisions.

Implementation Status of Diversification in the Composition of the Board of Directors

The members of the Company's Board of Directors have diversified backgrounds. All members have rich industrial management experience and academic experience, including professional backgrounds in corporate management, electrical engineering, electronics, finance and accounting, and law and so on. The Board of Directors is composed by 9 directors, including 5 independent directors, and the ratio of independent directors is 56%. The independent directors' independence is judged and evaluated in compliance with relevant laws and regulations. The average tenure of Directors is 7 years. Of all Independent Directors, three have served as an Independent Director for less than 3 years, one has served for 3 to 9 years, and one has served for more than 9 years. More than half of

the Independent Directors serve no more than three consecutive terms. Two of the Company's Directors concurrently serves as a Company managerial officer, accounting for 22% of all Directors and has not exceeded one-third of all Directors. The Company pays attention to gender diversity in the composition of the Board of Directors. Among the 9 directors, 3 are female directors, and the ratio of female directors is 33%.

Specific Management Objectives and Achievement of The Diversity Policy :

Management Objective	Achievement
Independent Directors form the majority of all Directors.	Achieved
Number of female Directors reach one-third of all Directors.	Achieved
Number of Directors who concurrently serve as Company managerial officer do not exceed one-third of all Directors.	Achieved

Implementation Status of Diversification in The Composition of The Board of Directors :

Name	Position	Gender	Employees Identification	Age (year)			Professional Knowledge and Skills							
				51-60	61-70	71-80	Management Administration	Risk Management / Crisis Management	Industry Knowledge	Leadership / Decision-making Capacity	Sustainability	Accounting and financial analysis	Legal	Sales / Marketing
Shih-Jye Cheng	Chairman	Male	V		V		V	V	V	V	V	V		V
Kun-Yi Chien	Director	Male			V		V	V	V	V	V			
David Chang	Director	Male		V			V	V	V	V	V			V
Silvia Su	Director	Female	V	V			V	V	V	V	V	V		
Chin-Shyh Ou	Independent Director	Male			V		V	V	V	V	V	V		
Kuei-Ann Wen	Independent Director	Female			V		V	V	V	V	V		V	
Hui-Fen Chan	Independent Director	Female		V			V	V	V	V	V			
Yeong-Her Wang	Independent Director	Male			V		V	V	V	V	V			
Hong-Tzer Yang	Independent Director	Male			V		V	V	V	V	V			