

# **Will Semiconductor Co., Ltd. Shanghai**

## **Board Diversity Policy**

### **I Purpose**

In order to promote the diversification of board members of Will Semiconductor Co., Ltd. Shanghai (hereinafter referred to as the "Company") and further improve the level and efficiency of corporate governance, the Company formulates this policy in accordance with the relevant provisions of the Companies Act and the articles of association.

### **II Scope of Application**

The policy is applicable to the board of directors of the Company.

### **III Nomination and Appointment**

The Nomination Committee of the Company (hereinafter referred to as the "Nomination Committee") is responsible for reviewing and evaluating the composition of the board of directors of the Company and making recommendations or suggestions to the board of directors on the appointment of directors of the Company.

The appointment of directors of the Company will be based on the principle of talent selection and daily business needs and take the benefits of diversity of board members into consideration.

### **IV Measurable Target**

The Nomination Committee will select candidates for the board of directors based on a series of diversified categories and with reference to the company's business model and specific needs, including but not limited to gender, age, race, language, cultural background, educational background, industry experience and professional skills.

### **V Institutional Statement**

The Company believes that the diversity of board members is one of the important elements to maintain the Company's competitive advantage and promote the Company's sustainable development. The Company will establish appropriate procedures to train board members with wider backgrounds, rich work experience and skills.

### **VI Review and Evaluation**

The Nomination Committee will continue to review and evaluate the policy to ensure its effectiveness. The Nomination Committee will revise the policy when necessary and put forward revision suggestions to the board of directors for approval.

### **VII Supplementary Articles**

The policy shall be interpreted by the board of directors of the Company.

The policy shall come into force from the date of deliberation and adoption by the board of directors.

Will Semiconductor Co., Ltd. Shanghai

December 31, 2021