



1.4.2 Governance Structure

Board of Directors

IDENTITY	NAME	GENDER	MAJOR EDUCATIONAL BACKGROUND
Director/ Chairman	Soh Thong Ming	Male	<ul style="list-style-type: none"> • Founder of Redwood Group • Founder of Redwood Interior Pte Ltd • Founder of Redwood Furniture Sdn Bhd • Founder of DDG Glass Pte Ltd • Founder of DDG Glass Mfg Sdn
Director	Soh Jun Wei	Male	<ul style="list-style-type: none"> • Bachelor of Mechanical Engineering, Nanyang Technological University, Singapore • Operation Manager/ Special Assistant to the chairman of Redwood Interior Ptd Ltd • Director of Redwood Project Philippines Inc.
Independent Director	Chien MinChiu	Female	<ul style="list-style-type: none"> • Master of Accounting, Soochow University • CPA of ACTION & Co., CPAs • CPA of Jing Hua Co., CPAs. • Interim Administrator of Pacific Liu Tong Investment Co., Ltd. • Independent Director of Lian Fa International Dining Business Corporation • Independent Director of Hey Song Corporation • Independent Director of Shin Kong Financial Holdings Co., Ltd. • Independent Director of Wowprime Corp.
Independent Director	Hsiao, YuChun	Female	<ul style="list-style-type: none"> • Bachelor of Finance, National Taiwan University • Senior Vice President of First Securities Incorporation • Deputy General Manager of KGI Securities Co., Ltd • Independent Director of Far BioTec Co., Ltd • Independent Director of Bafang Yunji International Co., Ltd • Independent Director of Kingcan Holdings Limited
Independent Director	Lo, ChiaShi	Male	<ul style="list-style-type: none"> • Master of Electrical Engineering, University of Southern California • Master of Laws, Soochow University • Chief Attorneyatlaw of Forum, Legal Professionals • Attorneysatlaw of Tsar & Tsai Law Firm • Attorneysatlaw of Deloitte Legal • Independent Director of YongSheng Electric Co., Ltd • Independent Director of Shin Kong Life Insurance Co., Ltd • Independent Director of Shin Kong Bank Co., Ltd

Board of Director Training

The development of high-level talents is to link the company's future development strategy, balance the needs of the organizations, the expectations of the supervisor, and the talents and abilities required for personal careers; and plan leadership strategies. Through the execution of different project tasks, relevant management skills are cultivated, and gaps are discovered in the process. In addition, management functions (such as strategy, thinking, analysis, planning, execution, coordination, leadership), professional abilities (such as operating market judgment, financial analysis, business management, crisis management, industry knowledge), and personal development are strengthened through external professional courses. Through management course training and job experience, business management capabilities and thinking are improved, and preparations for succession are completed before the scheduled time of taking over the position. In 2024, the total training hours for the Board of Directors reached 30 hours, with an average of 6 hours per person. Course content includes: Introduction to IFRS sustainable disclosure standards, and the promotion of IFRS sustainable disclosure standards and the way for enterprises to adapt to them.



1.4.2 Governance Structure

Diversity and Independence of Board Members

The five directors of this term are divided into two (2) general directors three (3) Independent Directors, and two (2) of them were women; independent directors account for 60% and female directors account for 40%. The Company attaches great importance to gender quality in the composition of board members and has achieved a target of more than 30% female director ratio to ensure the diversity and independence of board members.

The professional backgrounds of the board members are: Mr. Soh Thong Ming is good at leadership, operational judgment, manufacturing, risk management and international market perspectives. Mr. Soh Jun Wei's management, industry knowledge, operational planning and crisis management are all covered; the other three independent directors, Ms. Chien, Min Chiu, Mr. Lo, ChiaShi and Ms. Hsiao, YuChun, are respectively good at accounting and auditing, legal compliance, and finance.

The board of directors' policy on diversity in membership composition is disclosed on the company's website and public information observatory.

Redwood's "Director Election Rules" clearly stipulate that the nomination and election of directors should take into account the overall configuration of the board of directors, and the composition of members should be diverse, including different genders, ages, nationalities, cultures, professional backgrounds and work fields, and should generally have the knowledge, skills and qualities required to perform their duties, such as operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspectives, leadership and decision-making capabilities, etc. The professional backgrounds of Redwood's board members include business, finance, accounting, law and the industry to which the company belongs.

Our company has relatively few peers in the domestic industry. Due to its industry characteristics, the chairman is the highest governance chairman, and the number of independent directors exceeds ½ of all directors to avoid and mitigate conflicts of interest and strengthen the corporate governance mechanism.

Director Conflict of Interest Rules

Redwood's "Rules of Procedure for Board Meetings" stipulate that if a director has a conflict of interest with himself/herself or the legal person he represents in relation to the matters of the meeting, he/she shall explain the important details of his interest at the current board meeting. If there is a concern that it may be detrimental to the interests of the company, he/she shall not join in the discussion or vote, and shall abstain from the discussion or vote, and shall not exercise the voting rights on behalf of other directors.