

Board Membership Diversification Policy and Implementation Results (As of April 27, 2021)

In accordance with the Articles of Incorporation, the Bank adopts the candidate nomination system for elections of directors. The selection of board members is not dictated by gender, age, race, or nationality, and the Bank shall bring into professional and experienced elites from various fields to conform to the Bank's diversified development. The Board members shall be equipped with the knowledge, skills, and aptitude to achieve excellence in corporate governance. Moreover, the Board shall be equipped with the capacity for business judgment, accounting and financial analysis, business administration, risk management, crisis management, industry knowledge, a sound perspective of the global market, leadership, and decision-making.

Reflecting its emphasis on diversity, the Bank's 8th Board of Directors comprises elites from the financial, industrial and academic communities. With 11 of them holding master's degrees, they span such disciplines as economics, commerce, business administration, accounting, insurance, public administration, and languages. While all of them command the knowledge, skills, and aptitude required to perform their duties, they also have developed their respective professional competences, including banking, finance, commerce, law, and industry.

Of the Bank's 15 incumbent directors, three are independent directors, (or 20%,) recorded not more than 9 years of service. In terms of age distribution, six directors are aged under 60, five between 61-70, and four over 71, attesting to a thorough mix of experience and innovation. Furthermore, the Bank pays attention to gender equality in the composition of its Board of Directors, with its aim at 25% of female directors or more. In the Bank's 8th Board of Directors, there are four female directors, or 27%, after one more female director was nominated and thus being elected. Separately, there are two directors (13%) who are employees (including employees of the Bank's affiliates) in a concurrent capacity.

At its 5th meeting on December 23, 2020, the Bank's 8th Board of Directors enacted the Bank's "Diversity Policy, Independence Standard, Continuing Education Initiative Program, and Succession Planning for the Board of Directors." The Bank makes it a point to adopt the policy of diversity with regard to composition of the Board of Directors, enhance the independence of the Board, and strengthen the Board functions, so as to bolster corporate governance and attain sustainable development. The objective is to ensure the diversity and independence of the Board members and strengthen the Board functions, thereby bolstering corporate governance and attaining sustainable development.

The diversity of members of this Board of Directors is summarized as follows:

As of April 27, 2021

Core Measures of Diversity Name	Basic Composition									Industry Experience			
	Nationality	Gender	Serving concurrently as employee of the Bank	Age			Years of service as independent director			Banking	Securities	Insurance	Asset Management
				< 60	61-70	> 71	< 3	3-9	> 9				
Lo, Tina Y.	R.O.C	Female		✓						✓	✓	✓	✓
Lo, Kenneth C.M.	R.O.C	Male				✓				✓	✓	✓	✓
Chang, Nelson An-Ping	R.O.C	Male			✓					✓	✓		✓
Yeh, Roy J.Y.	R.O.C	Male			✓					✓	✓		✓
Hu, Fu-Hsiung	R.O.C	Male			✓		✓			✓	✓		
Lin, Hank H.K.	R.O.C	Male		✓			✓						
Liu, Richard R.C.	R.O.C	Male				✓		✓		✓			✓
Chen, Shih-Tze	R.O.C	Female				✓				✓			
Cheng, George C.J.	R.O.C	Male			✓						✓		✓
Lee, Mark J.C.	R.O.C	Male			✓					✓	✓		✓
Lee, Elton F.Y.	R.O.C	Male	✓	✓						✓			
Lin, Gordon W.C.	R.O.C	Male				✓				✓	✓		✓
Lo, Nina Y.C.	R.O.C	Female	✓	✓						✓			✓
Lee, Yunny Y.	R.O.C	Female		✓						✓			
Lin, Bill K.C.	R.O.C	Male		✓						✓			

Core Measures of Diversity Name	Diversification										
	Capacity for business judgment	Capacity for accounting and financial analysis	Capacity for business administration	Capacity for crisis management	Industry knowledge	A sound perspective of the global market	Capacity for leadership	Capacity for decision-making	Legal Knowledge	IT	Risk Management
Lo, Tina Y.	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Lo, Kenneth C.M.	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Chang, Nelson An-Ping	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Yeh, Roy J.Y.	✓	✓	✓	✓	✓	✓	✓	✓			✓
Hu, Fu- Hsiung	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lin, Hank H.K.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Liu, Richard R.C.	✓		✓	✓	✓	✓			✓		✓
Chen, Shih-Tze	✓	✓			✓	✓	✓	✓			
Cheng, George C.J.	✓		✓	✓	✓	✓	✓				✓
Lee, Mark J.C.	✓	✓	✓	✓			✓	✓		✓	✓
Lee, Elton F.Y.	✓	✓	✓	✓	✓	✓	✓	✓			✓
Lin, Gordon W.C.	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Lo, Nina Y.C.	✓			✓	✓	✓	✓	✓			✓
Lee, Yunny Y.	✓	✓	✓	✓	✓	✓	✓	✓			
Lin, Bill K.C.	✓	✓	✓	✓	✓	✓		✓		✓	