

Board Membership Diversification Policy and Implementation Results

(As of April 14, 2026)

The selection of Board members is conducted in accordance with the Bank's Articles of Incorporation through a candidate nomination system. Selection criteria are not limited by gender, age, race, or nationality. The Board should include elite professionals with expertise and extensive experience in various fields aligned with the Bank's commitment to diversity. All Board members should possess the knowledge, skills, and competencies necessary for performing their duties. To achieve corporate governance objectives and meet the Bank's future development needs, at least two Board members must have work experience in banking, financial administration, or management. The Board as a whole should demonstrate a diverse range of professional competencies, including business judgment and management, accounting and finance, risk management, crisis response, financial expertise and industry knowledge, global market perspective and M&A experience, leadership and decision-making, sustainability and environmental protection awareness, legal knowledge, and information technology and cyber security expertise.

The members of the Bank's 9th Board of Directors embody the principles of diversity and are composed of distinguished professionals from the financial, industrial, and academic sectors. Among them, 10 directors hold master's degrees and 2 hold bachelor's degrees, covering disciplines such as economics, business, management, accounting, law, and information technology. The Board collectively possesses strong capabilities in business judgment, management, and decision-making, with Lo, Tina Y., Lo, Kenneth C.M., Cheng, George C.J., Lee, Mark J.C. and Chien, Chih-Ming as key representatives in these areas. Lin, Hank H.K., Lee, Mark J.C., Lin, Gordon W.C., Hu, Fu-Hsiung, and Chiang, Tina W.N. specialize in accounting and finance. Lin, Bill K.C., Chien, Chih-Ming, Lin, Hank H.K. and Hu, Fu-Hsiung have expertise in risk management and crisis response. Financial professionals include Lo, Tina Y., Lo, Kenneth C.M., Lin, Gordon W.C., Hu, Fu-Hsiung, Chiang, Tina W.N. and Chen, Alex J.J. Lo, Tina Y., Lo, Kenneth C.M., Cheng, George C.J., Lin, Gordon W.C. and Wang, Jennifer C.F. contribute strong international market perspectives. Lo, Tina Y., Lin, Bill K.C. and Hu, Fu-Hsiung possess knowledge in sustainability and environmental protection. Information technology and cybersecurity are represented by Chen, Alex J.J., Lin, Hank H.K., Hu, Fu-Hsiung, and Chiang, Tina W.N. Legal expertise is held by Hu, Fu-Hsiung and Wang, Jennifer C.F. All Board members are equipped with the necessary knowledge, skills, and competencies for fulfilling their duties and bring with them diverse expertise across finance, accounting, business, law, and industry.

Among the Bank's current 12 directors, 4 are Independent Directors, accounting for 33% of the Board. All Independent Directors have served for less than nine years. In terms of age distribution, 2 directors are under the age of 60, 7 are between 61 and 70, and 3 are above 71, reflecting a well-balanced blend of experience and innovative thinking. To align with the United Nations Sustainable Development Goal on gender equality, the Bank has set a policy requiring the Board to include at least one female director, with the aim of gradually increasing the proportion of female directors to one-third by 2030. At present, the Board includes 3 female directors, accounting for 25% of the Board. In addition to professional qualifications, deep experience in fields and independence, gender diversity is also a factor to be considered in the future board nomination process. Female director candidates will be given priority in the evaluation process to balance professional expertise and diversity needs, and to attain the aforesaid aim.

Furthermore, on December 23, 2020, during the 5th meeting of the 8th Board of Directors, the “Diversity Policy, Independence Standard, Continuing Education Initiative Program, and Succession Planning for the Board of Directors” were established. On August 21, 2023, it was renamed the “Board of Directors Diversity Policy, Standards for Independence, and Refreshment Policy,” with partial amendments made on March 12, 2025. These measures aim to enhance the diversity of board composition, improve the independence and decision-making of the board, and strengthen board functions, continuously improving corporate governance and sustainable development goals.

Board Diversity Professional Capabilities:

Diversification Ability Name of the directors	Operational Judgment / Operational Management Capabilities	Accounting / Financial Skills	Risk Management Abilities	Crisis Handling Abilities	Financial Professional / Industry Knowledge	International Market outlook / Ability to Invest in Mergers and Acquisitions	Leadership and Decision-Making	Corporate Sustainability and Environmental protection Knowledge	Legal Knowledge	Information Technology / Cyber Security Capabilities
Lo, Tina Y.	✓	✓	✓	✓	✓	✓	✓	✓		
Lo, Kenneth C.M.	✓	✓	✓	✓	✓	✓	✓	✓		
Lin, Bill K.C.	✓	✓	✓	✓	✓		✓	✓		✓
Cheng, George C.J.	✓	✓	✓	✓	✓	✓	✓	✓		
Lee, Mark J.C.	✓	✓	✓	✓	✓		✓	✓	✓	
Chien, Chih-Ming	✓	✓	✓	✓	✓		✓	✓	✓	
Chen, Alex J.J.	✓	✓	✓	✓	✓		✓		✓	✓
Lin, Gordon W.C.	✓	✓	✓	✓	✓	✓	✓	✓		
Hu, Fu- Hsiung	✓	✓	✓		✓		✓	✓	✓	✓
Lin, Hank H.K.	✓	✓	✓	✓	✓	✓		✓		✓
Chiang, Tina W.N.	✓	✓	✓	✓	✓		✓	✓		✓
Wang, Jennifer C.F.			✓	✓		✓	✓	✓	✓	