

Board Membership Diversification Policy and Implementation Results

(As of April 15, 2025)

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 cybersecurity 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 Tina Y. Lo, Kenneth C.M. Lo, Chih-Ming Chien, and George C.J. Cheng as key representatives in these areas. Hank H.K. Lin, Mark J.C. Lee, Fu-Hsiung Hu, and Tina W.N. Chiang specialize in accounting and finance. Kenneth C.M. Lo, Chih-Ming Chien, and Bill K.C. Lin have expertise in risk management and crisis response. Financial professionals include Tina Y. Lo, Kenneth C.M. Lo, Fu-Hsiung Hu, and Chih-Ming Chien. Tina Y. Lo, George C.J. Cheng, Mark J.C. Lee, and Grace W.S. Tang contribute strong international market perspectives. Tina Y. Lo, Fu-Hsiung Hu, and Bill K.C. Lin possess knowledge in sustainability and environmental protection. Information technology and cybersecurity are represented by Fu-Hsiung Hu, Hank H.K. Lin, Tina W.N. Chiang, and Alex J.J. Chen. Legal expertise is held by Fu-Hsiung Hu and Jennifer C.F. Wang. 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, 5 directors are under the age of 60, 5 are between 61 and 70, and 2 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 4 female directors, achieving this target ahead of schedule. In addition, one director is an employee representative (including those from affiliated enterprises), accounting for 8.3% of the Board.

Board Diversity Professional Capabilities:

<div>Diversification Ability</div> <div>Name of the directors</div>	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 and 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.	✓	✓	✓	✓	✓		✓		✓	✓
Tang, Grace W.S.	✓	✓	✓	✓	✓	✓	✓	✓		
Hu, Fu- Hsiung	✓	✓	✓		✓	✓	✓	✓	✓	✓
Lin, Hank H.K.	✓	✓	✓	✓	✓	✓				✓
Chiang, Tina W.N.	✓	✓	✓	✓	✓	✓	✓	✓		✓
Wang, Jennifer C.F.			✓	✓		✓	✓	✓	✓	