

Board Membership Diversification Policy and Implementation Results

The Bank's selection of board members is not dictated by gender, age, race, or nationality. In accordance with Article 35 of the Bank's *Corporate Governance Principles*, the Board of Directors shall take diversity into account while selecting members and shall lay down an appropriate set of guidelines on diversity based on the Bank's operations, business mode, and developmental needs.

Reflecting its emphasis on diversity, the Bank's 7th Board of Directors comprises elites from the financial, industrial and academic communities. With one of them holding a doctoral degree and 10 master's degrees, they span such disciplines as economics, commerce, business administration, accounting, public administration, social welfare, 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: banking, finance, commerce, law, and industry.

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

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, Kenneth C.M.	R.O.C	Male				✓				✓	✓	✓	✓
Lo, Tina Y.	R.O.C	Female		✓						✓	✓	✓	✓
Chang, Nelson An-Ping	R.O.C	Male			✓					✓	✓		✓
Chan, Hou-Sheng	R.O.C	Male			✓				✓			✓	✓
Yang, Tony C.Y.	R.O.C	Male	✓		✓					✓			
Chen, Shih-Tze	R.O.C	Female				✓				✓			
Lin, Gordon W.C.	R.O.C	Male			✓					✓	✓		✓
Tcheng, George	R.O.C	Male			✓						✓		✓
Lee, Mark	R.O.C	Male			✓					✓	✓		✓
Sheng, Bobby	R.O.C	Male		✓									✓
Yue, Thomas	R.O.C	Male			✓				✓	✓			✓
Liu, Richard R.C.	R.O.C	Male				✓			✓				✓
Lo, Nina	R.O.C	Female	✓	✓						✓			✓
Tung, Ta-Nien	R.O.C	Male		✓							✓		✓
Chang, David C.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, Kenneth C.M.	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Lo, Tina Y.	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Chang, Nelson An-Ping	✓		✓	✓		✓	✓	✓		✓	✓
Chan, Hou-Sheng			✓		✓	✓	✓	✓	✓		✓
Yang, Tony C. Y.		✓	✓	✓	✓		✓	✓			✓
Chen, Shih-Tze	✓	✓			✓	✓	✓	✓			
Lin, Gordon W.C.	✓	✓	✓		✓	✓		✓		✓	✓
Tcheng, George	✓		✓	✓	✓	✓	✓				✓
Lee, Mark	✓	✓	✓	✓			✓	✓		✓	✓
Sheng, Bobby	✓		✓		✓	✓	✓	✓			✓
Yue, Thomas		✓	✓		✓	✓	✓		✓		✓
Liu, Richard R.C.	✓		✓	✓	✓	✓			✓		✓
Lo, Nina	✓			✓	✓	✓	✓	✓			✓
Tung, Ta-Nien	✓	✓	✓	✓			✓		✓		✓
Chang, David C.C.	✓	✓	✓	✓			✓		✓	✓	✓