

## Board Diversity Overview

According to Article 34 of SinoPac Holdings' Corporate Governance Guidelines, the structure of Board of Directors shall comprise no fewer than seven directors based on the scale of operation and development of SinoPac Holdings and the shareholdings of its major shareholders, as well as in consideration of practical operational needs.

Diversity shall be considered when determining the composition of the Board of Directors. The percentage of directors concurrently serving as officers shall not be too high and shall comply with Article 28 concerning directors holding concurrent positions. An appropriate diversity policy, which should include but not be limited to criteria in the following two areas, shall be formulated based on SinoPac Holdings' business operations, operating dynamics, and development needs.

- Fundamentals and Value : gender, age, nationality or country of origin, race or ethnicity, culture background, and other factors.
- Professional knowledge and skills: Professional background (e.g., law, accounting, industry, finance, marketing or technology), professional skills, and industry experience.

Directors shall possess the knowledge, skills, and qualities needed to fulfill their duties. To reach the quality level of corporate governance, the Board of Directors as a whole shall possess the following competencies:

- Ability to make operational judgments
- Ability to perform accounting and financial analysis.
- Ability to perform business management (including in subsidiaries)
- Ability to perform crisis management.
- Knowledge of the industry
- An international market perspective
- Ability to lead.
- Ability to make decisions.
- Knowledge and ability to perform risk management.

The 8th Board of Directors consists of seven directors, including three independent directors, one director who currently serves as a managerial officer at SinoPac Holdings (where Director Mr. Stanley CHU concurrently serves as the President of SinoPac Holdings), and three directors who do not concurrently serve as a managerial officer at SinoPac Holdings. The composition of the Board of Directors is diverse with different professional experiences or backgrounds as described in the following. Chairman Madam Shi-kuan CHEN is an expert in international economics, macroeconomics, and international financial management, and is familiar with the operation of the financial industry. Director Mr. Stanley CHU has extensive leadership

experience in the financial industry and a comprehensive understanding of the businesses of SinoPac Holdings. Director Mr. Chi-hsing YEH is an expert in information security, financial supervision technology, and anti-money laundering, and also a professional lawyer. Director Mr. Wei-thyr TSAO is a renowned investment banker with extensive experience in international investment banking and finance. Independent Director Mr. Wei-ta PAN has a strong background in law, both professionally and in practice. Independent Director Madam Huey-jen SU is specializing in research on climate change, public health, and sustainable development. Her addition would assist SPH to achieve our sustainability commitment of "Mitigating and Adapting to Climate Change". Independent Director Madam Wen-ling MA is a veteran executive in global asset management firms with more than 30 years of experience. She used to be the CEO of Nomura Asset Management, Taiwan, and the General Manager of Aberdeen Standard Investments, Taiwan. We believe her expertise would assist SPH in expanding our international wealth management business. Based on the professional skills of these seven directors, the Board of Directors as a whole possesses various skills, including the ability to make operational judgments, the ability to perform accounting and financial analysis, the ability to perform business management, the ability to perform crisis management, knowledge of the industry, an international market perspective, the ability to lead, the ability to make decisions, and the knowledge and ability to perform risk management. At present, the Board of Directors comprises three female and four male directors, at the average age of 55 and above, holding three Ph.D. degrees and four Master's degrees. With diverse backgrounds and experiences, the Board of Directors is able to optimize its decision-making process through its diverse composition. To emphasize gender equality in the composition of the Board of Directors, the Board of Directors aimed to include at least one female director, where this goal has been achieved in 2020. Besides, Madam Shi-kuan CHEN was elected Chairman by the Board of Directors on May 13, 2020, thereby becoming the first private financial holding company in Taiwan to have a female chairman.

- The status of diversity in the Board of Directors is listed as follows:

Title*	Name	Basic Information			Industry Experience					Professional Competencies										Brief Introduction***
		Gender	Age**	Period in Office	Financial Holding	Bank	Securities	Insurance	Investment Trust	Other Industries	Banking	Commerce	Law	Accounting	Financial Accounting	Investment Strategy	Information Security	Climate Change	Risk Management	
Chairman NED	Shi-kuan CHEN	F	56-60	2020/5/13-	●	●			●	●	●	●		●	●				●	Chairperson CHEN is an expert in international economics, macroeconomics, and international finance. She is also the director of the Central Bank of the Republic of China (Taiwan). She not only oversees the financial performance of SPH but also strives to lead SPH in sustainable development, including making a net-zero commitment.
ED	Stanley CHU	M	56-60	2017/12/5-	●	●	●				●	●		●					●	Director and President CHU excels at strategic planning, and his highly effective execution resulted in SPH's ROE ranking advancing to No.1 among Taiwan-listed FHC peers in 2022 from No. 13 in 2017. In addition, SPH has been included in several prestigious ESG indexes, including DJSI World Index.
NED	Wei-thyr TSAO	M	61-65	2020/5/13-	●	●	●			●	●	●		●					●	Director TSAO is a well-known investment banker, and his profound expertise and experience in financial markets lent themselves to overseeing SPH and BSP's asset-liability management and overseas development.
NED	Chi-hsing YEH	M	51-55	2018/5/1-	●					●	●	●	●		●				●	Director YEH is a cybersecurity, RegTech, and anti-money laundering expert. Since joining the Board in 2018, he has provided valuable insights to the Board and the Information Security Committee. He has aided SPH to enhance cybersecurity, develop FinTech, and accelerate digital transformation.
ID	Wei-ta PAN	M	66-69	2020/5/13-	●			●		●	●	●	●						●	Independent Director Pan is the president of Soochow University. His expertise in law has made a great contribution to SPH's corporate governance and compliance culture.
ID	Huey-jen SU	F	61-65	NEW						●								●	●	Doctor SU is specializing in research on climate change, public health, and sustainable development. Her addition would assist SPH to achieve our sustainability commitment of "Mitigating and Adapting to Climate Change".
ID	Wen-ling MA (Michelle Maa)	F	51-55	NEW		●			●		●	●		●					●	Ms. MA is a veteran executive in global asset management firms with more than 30 years of experience. She used to be the CEO of Nomura Asset Management, Taiwan, and the General Manager of Aberdeen Standard Investments, Taiwan. We believe her expertise would assist SPH in expanding our international wealth management business.

\*ID: Independent Director; NED: Non-executive Director; ED: Executive Director

\*\* as of May 24, 2023

\*\*\*SPH: SinoPac Holdings; BSP: Bank SinoPac