

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 7th 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. Chi SCHIVE is a prominent economist with extensive experience in administrative practice. Independent Director Mr. James J. SHEU possesses complete qualifications in the financial industry and expertise in accounting and risk management. Independent Director Mr. Wei-ta PAN has a strong background in law, both professionally and in practice. 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 one female and six 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 Requirements						Industry Background					Professional Competencies							
		Nationality	Gender	Currently Serving as Managerial Officer	Age			Term of Office	Financial Holding	Bank	securities	Insurance	Other Industries	Banking	Commerce	Law	Accounting	Finance	Information Security/Information Technology	Risk Management
					50 to 59 years old	60 to 69 years old	70 to 79 years old													
Chairman	Shi-kuan CHEN	R.O.C.	Female		V		2020/5/13 to present	V	V			V	V	V			V	V	V	
Independent Director	Chi SCHIVE	R.O.C.	Male			V	2014/6/12 to present	V		V		V	V				V		V	
Independent Director	James I. SHEU	R.O.C.	Male			V	2014/6/12 to present	V	V			V	V		V	V	V		V	
Independent Director	Wei-ta PAN	R.O.C.	Male			V	2020/5/13 to present	V				V	V	V					V	
Director	Stanley CHU	R.O.C.	Male	V	V		2017/12/5 to present	V	V	V			V	V			V		V	
Director	Chi-hsing YEH	R.O.C.	Male		V		2018/5/1 to present	V				V	V	V	V			V	V	
Director	Wei-thyr TSAO	R.O.C.	Male			V	2020/5/13 to present	V	V	V		V	V	V			V		V	