

## Board Diversity Overview

- Board Diversity Policy

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.

I. Fundamentals and Values: gender, age, nationality, race, and culture, etc.

II. Professional Knowledge and Skills: This section should include information about your professional background, such as law, accounting, industry, finance, marketing, or technology. It should also highlight your professional skills and industry experience.

Board members shall possess the knowledge, skills, and qualities required to fulfill their duties. In order to achieve the desired objectives of corporate governance, the Board of Directors should possess the following competencies:

I. Ability to make operational judgments.

II. Proficiency in accounting and financial analysis.

III. Management and operational capabilities, including the management of subsidiaries.

IV. Ability to perform crisis management.

V. Knowledge of the industry.

VI. International market outlook.

VII. Leadership skills.

VIII. Decision-making skills.

IX. Knowledge of and capabilities in risk management.

● Board Diversity Objectives

Management Objectives	Achievement Status
A minimum of three Independent Directors, constituting no less than one-third of the Directors' seats, that have not served for more than three consecutive terms	Achieved
The proportion of Directors who also hold executive positions within the Company should not be too high	Achieved
At least one Director with expertise in banking and securities	Achieved
At least one female director	Achieved
The Board of Directors as a whole possesses 9 major capabilities in corporate governance	Achieved
The Board of Directors as a whole possesses professional experience in 7 major industries, namely banking, business, law, finance/accounting, information security/information technology, climate change/ environmental protection and risk management	Achieved
All Directors must sign the compliance statements for the Ethical Corporate Management Policy	Achieved

● Implementation Status

The 8th Board of Directors comprises 7 Directors, including 3 Independent Directors, 1 Director who also serves as a manager (Director Stanley

CHU concurrently serves as the President of the Company), and 3 Directors who do not hold managerial positions. The Board of Directors consists of members with diverse backgrounds and experiences. Chair Shikuan CHEN is an expert in international economics, macroeconomics, and international financial management, and possesses a deep understanding of the financial industry's operations. Director Stanley CHU has extensive leadership experience in the financial industry and a comprehensive understanding of the company's various businesses. Director Chi-hsing YEH is an expert in information security, financial regulatory technology, and anti-money laundering, and is also a professional lawyer. Director Wei-thyr TSAO is a well-known investment banker with rich international investment banking and financial experience. Independent director Wei-ta PAN has a strong legal background and combines expertise with practical experience. Independent director Huey-jen SU is a Taiwanese public health scientist and educator, specializing in research on sustainable development, climate change, and environmental science. Independent director Wen-ling MA has 30 years of practical experience in foreign commercial banking and asset management, and possesses a wealth of knowledge in the financial industry. The seven Directors each possess individual expertise, and collectively, the Board of Directors has a diverse range of capabilities, including operational judgment, accounting and financial analysis, business management, crisis handling, industry knowledge, international market insights, leadership, decision-making skills, and risk management knowledge.

The current Board of Directors is comprised of 3 female and 4 male members, with an average age of 55 and above, holding three Ph.D. degrees and four Master's degrees, all of whom have professional backgrounds and experience in the financial industry or other related industries. Such diverse composition of Directors enhances the decision-making process of the Board. In implementing gender equality within the Board of Directors, the 8th Board includes three female members, accounting for over 40% of the total, and Mme. Shi-kuan CHEN has been reappointed as the Board's Chairperson.

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

Title	Name	Basic Requirements							Industry Experience							Professional Competencies						
		Nationality	Gender	Currently Serving as Managerial Officer	Age				Term of Office	Financial Holding	Banking	Securities	Insurance	Investment Trusts	Other Industries	Finance	Business	Law	Finance/Accounting	Information Security/Information Technology	Climate Change/Environmental Protection	Risk Management
					51- 55	56- 60	61- 65	66- 69														
Chairman	Shi-kuan CHEN	R.O.C.	Female		V			2020/5/13 to present	V	V			V	V	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	
Independent Director	Wei-ta PAN	R.O.C.	Male				V	2020/5/13 to present	V			V		V	V	V	V				V	
Independent Director	Huey-jen SU	R.O.C/ United States of America	Female			V		2023/05/24 to present	V					V	V	V				V	V	
Independent Director	Wen-ling MA	R.O.C.	Female		V			2023/05/24 to present	V	V			V		V	V		V			V	