

The Company adopted a nomination system for director elections in 2014. The Company now has outside directors making up more than half of its board. To prevent Independent Directors' objectivity from being compromised after a prolonged period of service, no Independent Director serves more than nine years consecutively. In addition, Paragraphs 1 and 2, Article 3 of the Company's "Procedures for the Election of Directors" and Paragraphs 2 and 3, Article 29 of the "Corporate Governance Best Practice Principles" require diversity in terms of board composition, and the level of diversity is determined based on the operations and needs of the organization.

The Board of Directors passed "Election Standards for the 9th Board of Directors" during the meeting held on March 15, 2023, which outlined professional criteria such as knowledge, skills, and experience, and the following gender/background diversity goals for board members: (1) The board shall have at least one member from each of the banking, insurance, and securities professions; (2) there shall be at least two members majoring in accounting, information/information security, e-commerce/marketing; and (3) there shall be at least three members with expertise in finance, legal affairs, business, financial technology, investment and mergers and acquisitions, risk management, and operation management. The Company held a total election for its 9th Board of Directors during the annual general meeting dated June 9, 2023. All board members possess the knowledge, skills, and qualities needed to perform their duties, and offer individual expertise in areas such as banking, finance, commerce, and law, as well as extensive industry experience. With regard to the diversity and complement of board members, the Company has met and exceeded the standards specified in Article 20 of "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies." Two directors concurrently assume management duties for better support of business growth and corporate governance. The Company will continue revising its diversity policy in the future depending on board performance, the current state of operations, and growth requirements to include criteria other than backgrounds, values, professional knowledge, and skills, and thereby ensure that board members possess the knowledge, skills, and qualities needed to perform duties. The Company's board diversity policy has been disclosed on the Company's portal and the Market Observation Post System.

Please refer to the below table for the diversity of the Board Members :

April 25, 2024

Name of director (Note 1)	Gender	Term of service (years)			Professional capabilities (name the main 5)										Professional qualifications (Note 2)				Industry experience
		>3	3~6	>6	Accounting	Finance	Legal	Commerce	Investment and mergers	Financial technology	IT/cybersecurity	Risk management	Operational	E-commerce/marketing	Financial holding	Banking	Insurance	Securities/others	GICS Level 1 Industry experience
Richard M. Tsai	Male			✓		✓		✓	✓	✓			✓		✓	✓	✓	✓	Financials
Ming-Chung Tseng	Male	✓				✓	✓			✓			✓		✓	✓	✓		Financials
Daniel M. Tsai	Male			✓				✓	✓	✓		✓	✓		✓	✓			Financials
Jerry Harn	Male			✓		✓		✓	✓			✓	✓		✓	✓			Financials
Howard Lin	Male			✓		✓		✓	✓			✓	✓		✓		✓		Financials
Chris Tsai	Male	✓				✓		✓	✓	✓			✓		✓		✓		Financials, Information Technology, Communication Services
Hsiao-Lan Hu	Female	✓				✓	✓					✓	✓	✓					Real Estate
Tang Kai Lien	Male	✓					✓				✓	✓							Financials
Ruey-Cherng Cheng	Male	✓			✓	✓		✓	✓			✓							Industrials, Financials
* Shin-Min Chen	Male		✓				✓	✓	✓			✓	✓		✓				Financials, Real Estate
* Shu-Hsing Li	Male	✓			✓	✓		✓				✓	✓		✓				Healthcare, Financials, Information Technology, Real Estate, Utilities
* Paulus Siu-Hung Mok	Male	✓				✓			✓	✓		✓	✓			✓		✓	Financials
* Barry Chen	Male	✓						✓		✓	✓		✓	✓					Information Technology
* Kuang Shi Ye	Male	✓						✓			✓	✓	✓	✓		✓			Materials 、Industrials 、Information Technology 、Communication Services 、Utilities

\*Independent Director