

Board of directors and diversification policy of Taishin Financial Holdings

1. 8th Directors

(Tenure from July 23, 2021 to July 22, 2024)

Title	Name	Education	Principal Experience
Chairman	Wu, Tong-Liang (Representative of Chia Hao Co., Ltd.)	MBA, University of California, Los Angeles (UCLA), CA, USA	<ul style="list-style-type: none"> •Chairman of Taishin Holdings and Taishin Bank •Chairman of Taishin Charity Foundation, Chairman of CNAIC •Chairman and Director of Taishin Venture Capital Investment •Chairman and President of Shinkong Synthetic Fibers •Vice Chairman of Teco Electric and Machinery •Director, Managing Director and Supervisor of First Commercial Bank, Taipei Business Bank and Hua Nan Bank •Managing Director of Shinkong Insurance and Shin Kong Life Insurance
Director	Wu, Cheng-Ching (Representative of TASCOCHEMICAL Co., Ltd.)	Ph.D., Engineering, Tokyo University, Tokyo, Japan	<ul style="list-style-type: none"> •Director and Supervisor of Taishin Holdings and Taishin Bank •Chairman and President of TASCOCHEMICAL •Managing Director and Director of Chang Hwa Bank •Managing Director of Petrochemical Industry Association of Taiwan •Chairman of Taiwan Chemical Industry Association •Director of Pacific Cultural Foundation •Member of Steering Committee, China Youth Corps. •Director of Teacher Chang Foundation •Professor of Department of Chemical Engineering, National Taiwan University
Director	Kuo, Jui-Sung (Representative of HSIANG-CHAO Co., Ltd.)	Ph.D., Physics, New Hampshire University, NH, USA	<ul style="list-style-type: none"> •Director of Taishin Holdings and Taishin Bank •Professor of Department of Information Science, Business School, Soochow University •Professor of Department of Electrical Engineering, National Taiwan University •Chairman of TECO Technology Foundation •Director of TECO Image Systems •Supervisor of Sercomm •Director of International Bank of Taipei
Director	Wang, Chu-Chan (Representative of Santo Arden Co., Ltd.)	BA, Pharmaceutical, Kaohsiung Medical College, Kaohsiung, TW	<ul style="list-style-type: none"> •Director and Standing Supervisor of Taishin Holdings and Taishin Bank •Director of TITAN II Venture Capital, Shinkong Investment Trust, Shin Kong Security and Taishin Bills Finance •Director of The China-Europe Creativity Cultural and Educational Foundation •Director and Supervisor of The Great Taipei Gas

Title	Name	Education	Principal Experience
Independent Director	Lin, Yi-Fu	BA, Accounting and Statistics, National Chengchi University, Taipei, TW	<ul style="list-style-type: none"> •Independent Director of Taishin Holdings and Taishin Bank •Independent Director of Nanya Technology •Minister of Economic Affairs •Minister without Portfolio of Executive Yuan •Ambassador, Permanent Mission of the Separate Customs Territory of Taiwan, Penghu, Kinmen and Matsu to the World Trade Organization •Consultant, Chinese National Association of Industry and Commerce, Taiwan
Independent Director	Chang, Min-Yu	MBA, National Taiwan University, Taipei, TW	<ul style="list-style-type: none"> •Independent Director of Taishin Holdings and Taishin Bank •Executive CPA of Zhongxin United CPA Firm •Supervisor of Leo Systems •Director of Chang Hwa Bank •Reorganizer of First International Telecom Inc. •Director of Chi-Tun Consulting
Independent Director	Kuan, Kuo-Lin	MBA, University of Southern California, CA, USA	<ul style="list-style-type: none"> •Independent Director of Taishin Holdings and Taishin Life Insurance •Senior Consultant of McKinsey •Chairman and President of Citibank Taiwan Ltd. •Country Business Manager, Consumer Banking, Citibank N.A. Taiwan •Director of Citi Insurance Agency and Citi Property Insurance Agency

2. Diversity Policy

The Company believe that an appropriate structure of diversity is necessary for providing significant benefits to the Company and ensuring long term value for shareholders. In view of business model and future development, the Company makes the diversification policy, and taking Race, Ethnicity, Gender, Nationality, Background, Skills and Industry Experience into consideration.

When the Company's Nominating Committee recommends a list of director candidates and when the Board of Directors nominates the list of director candidates, both uphold the Board Diversity Policy and consider whether the candidates have the professional knowledge, skills, or experience necessary for the operations of the Company.

The selection criteria of Company's board members are included by gender, age, race, or nationality. The Company seeks to fulfill the ideals of corporate governance and requires members of the Board of Directors, as a whole, to possess knowledge and skills including but not limited to business judgments, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, decision-making, and risk management. We also pay close attention to gender equality in the composition of the Board of Directors and aims to have at least one female Director.

3. Board membership diversification policy and results

According to Corporate Governance Principles, the composition of the board of directors shall be determined by taking diversity into consideration, without being limited to, the following two general standards:

1. Basic requirements and values: gender, age, etc.
2. Professional knowledge and skills: a professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Diversity Core Item Title Name		Composition								Industry Experience				Professional Training				
		Nationality	Gender	Taishin Employee	Age			Year(s) as Independent Director		Banking	Securities	Insurance	Asset Management	Accounting	Law	Information Technology	Risk Management	
					51to60	61to70	More than 71	3 Years or under	3 to 9 years									More than 9 Years
Chairman	Wu, Tong-Liang	ROC	Male			✓				✓		✓					✓	
Director	Wu, Cheng-Ching	ROC	Male			✓				✓								✓
Director	Kuo, Jui-Sung	ROC	Male			✓				✓					✓			✓
Director	Wang, Chu-Chan	ROC	Male		✓					✓	✓							✓
Independent Director	Lin, Yi-Fu	ROC	Male			✓		✓		✓			✓					✓
Independent Director	Chang, Min-Yu	ROC	Female	✓				✓		✓			✓		✓			✓
Independent Director	Kuan, Kuo-Lin	ROC	Male	✓				✓		✓		✓						✓