Board of directors and diversification policy of TS Holdings

1. 9th Directors

（Tenure from July 1, 2024 to June 30, 2027）

Title	Name	Education	Principal Experience
Chairman	**Wu, Tong-Liang** (Representative of Chia Hao Co., Ltd.)	MBA, University of California, Los Angeles (UCLA), CA, USA	‧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
Vice Chairman	**Wei, Pao-Sheng** (Representative of Santo Arden Co., Ltd.)	MBA (International Business), George Washington University, DC, USA	‧Chairman of Shin Kong Financial Holding and Shin Kong Life Insurance ‧Chairman of KGI Bank, KGI Securities, AIC General Insurance (Charties), AIG Securities, AIG Investments ‧Managing Director of Nan Shan Life Insurance ‧Director-General of the Insurance Bureau of the Financial Supervisory Commission, the Executive Yuan ‧Division Director of Corporate Finance and International Affairs of the Securities and Futures Commission, the Ministry of Finance ‧Foreign commercial service in Washington, D.C., U.S.A. appointed by the Ministry of Economic Affairs.
Director	**Wu, Cheng-Ching** (Representative of TASCO Chemical Co., Ltd.)	Ph.D., Engineering, Tokyo University, Tokyo, Japan	‧Director and Supervisor of Taishin Holdings and Taishin Bank ‧Chairman and President of TASCO Chemical ‧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

Title	Name	Education	Principal Experience
Director	**Kuo, Jui-Sung** (Representative of Hsiang-Chao Co., Ltd.)	Ph.D., Physics, New Hampshire University, NH, USA	·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
Independent Director	**Wang, Mei-Hua**	Bachelor of Laws, National Taiwan University, Taipei, TW	· Ministry of Economic Affairs, Minister · Ministry of Economic Affairs, Deputy Minister · Ministry of Economic Affairs, Vice Minister ·Intellectual Property Office, Director-General
Independent Director	**Kuan, Kuo-Lin**	MBA, University of Southern California, CA, USA	·Independent Director of Taishin Holdings and Taishin Life Insurance ·Senior Consultant of McKinsey ·Chairman and President of Citibank Taiwan ·Country Business Manager, Consumer Banking, Citibank N.A. Taiwan ·Director of Citi Insurance Agency and Citi Property Insurance Agency
Independent Director	**Chang, Min-Yu**	MBA, National Taiwan University, Taipei, TW	·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 ·Director of Chi-Tun Consulting

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.

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	TS Holdings' 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				✓				✓	✓	✓	✓				✓
Vice Chairman	Wei, Pao-Sheng	ROC	Male			✓					✓	✓	✓	✓				✓
Director	Wu, Cheng-Ching	ROC	Male				✓				✓							✓
Director	Kuo, Jui-Sung	ROC	Male				✓				✓						✓	✓
Independent Director	Wang, Mei-Hua	ROC	Female			✓		✓			✓					✓		✓
Independent Director	Kuan, Kuo-Lin	ROC	Male		✓				✓		✓							✓
Independent Director	Chang, Min-Yu	ROC	Female			✓			✓		✓		✓		✓		✓	✓

4. Board of Directors Independence

TS Holdings elects its board members according to the " Director Election Policy." Diversity is also one of the factors. The member criteria are not confined to gender, age, ethnicity or nationality. Professional knowledge and skills of each candidate are also considered. Board members serve a term of three years. The 9th board of directors comprises 7 members, who were elected on Jun 14, 2024 to serve a term from July 1, 2024 to June 30, 2027. There are three independent directors, and two are female and one of them is a CPA. The independent directors make up 42.85% of the directors.

All independent directors of the Company meet the independence requirements of "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". For more information, please refer to the "Independence of Independent Directors" section of the Company's Annual Report. According to the Board independence definitions (Note) of Corporate Sustainability Assessment (CSA), there are 6 directors who meet the CSA director independence, account for 85.71%

of the entire board. For more information, please refer to the "Corporate Governance" section of the company's sustainability report.

Among all the directors (7 seats) of the Company, there are 2 seats with spouses and relatives within the second degree of relationship, which conforms to Paragraph 3 of Article 26-3 of the Securities and Exchange Act that more than half of the directors should not have spouses or second relatives. In addition, the Company does not have a supervisor, so matters specified in Paragraph 4 of Article 26-3 of the Securities and Exchange Act do not apply.

Note: Board independence definitions of Corporate Sustainability Assessment (CSA): are directors that are independent by meet at least 4 of the 9 criteria (of which at least 2 of the 3 first indicators:

1. The Director has not been employed as a senior executive of the Company at any time during the past year.
2. The Director or his/her family member did not accept any compensation from the Company or any of its subsidiaries exceeding US$60,000 in current fiscal year unless otherwise permitted by the US SEC 4200 clause.
3. The Director's family members have not been employed by the Company as senior executives.
4. The Director is not a consultant of the Company or the management team and has no conflict of interest with consultants of the Company.
5. The Director has no conflict of interest in the Company's main customers or suppliers.
6. The Director has not entered into any service contract with other companies or their executives.
7. The Director has no conflict of interest in non-profit organizations whose main sources of revenue are donations from the Company.
8. The Director has not been employed and has not served as a partner of the Company's external auditor at any time during the past three years.
9. The Director has no conflict of interest with the independent operations of the Board of Directors.