

E.SUN Financial Holding Co., Ltd. Register of 7th Term of Directors

2020.06.12

Title	Name	Date of job assumption	Academic background	Professional experience
Chairman	Representative of E.SUN Volunteer & Social welfare Foundation Yung-Jen Huang	2020.06.12	Department of Cooperative Economics at National Chung Hsing University	Current: Chairman of E.SUN FHC Experience: Chairman of E.SUN Bank, President of E.SUN Bank
Director	Representative of E.SUN Foundation Joseph N.C. Huang	2020.06.12	MBA of the City University of New York	Current: President of E.SUN FHC and E.SUN Bank Experience: Chairman of E.SUN Venture Capital
Director	Representative of Hsin Tung Yang Co., Ltd. Jackson Mai	2020.06.12	Kai-Nan Commercial Technical High School	Current: Chairman of Hsin Tung Yang Co., Ltd. Director of E.SUN FHC, Managing Director of E.SUN Bank Experience: Chairman of Sheng Yang Construction Co., Ltd.
Independent Director	Ryh-Yan Chang	2020.06.12	Master of Finance, EMBA, National Taiwan University Bachelor of Accounting, National Taipei University	Current: Chairman of Diligence Financial Consultant Co., Ltd. Managing CPA, Ray Chang & Co. Experience: Director and CEO of Deloitte & Touche, Taiwan
Independent Director	Chun-Yao Huang	2020.06.12	PhD of Marketing at London Business School	Current: Professor of Business Administration at National Taiwan University, Independent director of E.SUN FHC Experience: Dean, College of Business Administration at National Taiwan University
Independent Director	Ying-Hsin Tsai	2020.06.12	LLM and Ph.D. in Law, University of Tokyo LLB and LLM, National Taiwan University	Current: Professor of Law, National Taiwan University Experience: Practicing Lawyer, Formosa Transnational Attorneys at Law

Independent Director	Hung-Chang Chiu	2020.06.12	PhD of Business and Administration, National Taiwan University Bachelor and Master of Industrial Engineering, National Tsing Hua University	Current: Professor, Institute of Technology Management, National Tsing Hua University Experience: Associate Dean and EMBA director, National Tsing Hua University Director, Career Development Center of College of Technology Management, National Tsing Hua University
Independent Director	Ruey-Lin Hsiao	2020.06.12	Ph.D. of Industrial and Business Studies, Department of Information Systems & Management, Warwick Business School, University of Warwick Master of Science, Engineering Business Management, Warwick Manufacturing Group, University of Warwick M.Phil, Information Systems School of Management Cranfield University	Current: Professor of Graduate Inst. of Technology Innovation & Intellectual Property Management, National Cheng-Chi University Experience: Director of Graduate Inst. of Technology Innovation & Intellectual Property Management, National Cheng-Chi University Adjunct Professor, NUS Business School, National University of Singapore
Director	Representative of Fu-Yuan Investment Co.,Ltd. Ron-Chu Chen	2020.06.12	Chu Nan Junior High School	Current: Chairman of Fu Yuan Investment Co., Ltd. Director of E.SUN FHC and E.SUN Bank Experience: Chairman of Nien Hsing Textile Co., Ltd.
Director	Representative of Shang Li Car Co.,Ltd. Chien-Li Wu	2020.06.12	Chung Jung High School	Current: Chairman of Shang Li Car Co., Ltd. Director of E.SUN FHC and E.SUN Bank Experience: Chairman of Shen Li Investment Co., Ltd.
Director	Magi Chen	2020.06.12	EMBA, University of Tennessee, Knoxville,	Current: Director and CFO of E.SUN FHC and E.SUN Bank Experience: SEVP of E.SUN FHC and E.SUN Bank
Director	Mao-Chin Chen	2020.06.12	Master of Economics at National Taiwan University	Current: Director and CSO of E.SUN FHC and E.SUN Bank Experience: SEVP of E.SUN FHC and E.SUN Bank

Diverse board members

The Company has implemented a well designed director election system. All directors are elected through a fair, open and just process that complies with the Articles of Incorporation, the Director Election Rules, and the Corporate Governance Best Practice Principles.

The Company has adopted Rules for Director Election, which require board members to possess at least one of the following professional knowledge and skills in order to achieve the managerial goal of board diversification:

- I. Finance
- II. Accounting and auditing
- III. Marketing management
- IV. Strategic management
- V. Corporate management
- VI. Information technology
- VII. Digital banking
- VIII. Risk management
- IX. Laws relating to finance and corporate governance

Board composition is based on the Company's future business strategy and development and takes diversity into consideration in order to elect the most suitable directors who have integrity and the ability to lead the Company to achieve continuing excellence. The Company also emphasizes gender equality with respect to Board members. According to the aforementioned practices, female directors shall be appropriately appointed. The board consists of a diverse range of trained professionals from the financial service sector, the industries and the academia and include independent directors from different backgrounds. All members of the board must be equipped with the knowledge, skills, and literacy necessary to perform their duties; and the board as a whole must possess decision making, risk management, business management and related competencies in the banking sector. In addition, directors will be provided with a variety of courses that help them gain a better understanding of their fields and fulfill their duties of loyalty and due diligence as business decision makers and leaders.

The Company elected members for its 7th Board of Directors at the annual shareholders' meeting on 2020.06.12. Specifically, 16.67% of the directors and 41.67% of the independent directors of the Company are also employees (except for Jiung-Yao Huang who was appointed the independent director of the Company as of 2017.06.16, all other independent directors were elected for the first time); and 16.67% of the directors are female (which tallies with the >1/6

target). The directors, during their terms, meet and discuss extensively the business operations of the Company and future directions, and work together as a whole to make decisions on organizational growth, performance improvement, business development, risk management, corporate governance and other areas of importance. The directors contribute their training to advise the management of the Company and oversee the board of directors.

The Company emphasizes the diversification of the industry experiences of board members, the objective of which is that at least 1 member on the board shall have expertise in banking and securities subsidiaries. The current Board of Directors has 7 and 1 director(s) conforming to the

aforementioned diversification goal, respectively.

A summary of the diversity of directors in terms of educational and professional background, professional expertise, and other personal strengths is as follows:

Diversified core name	Operational judgment	Accounting and financial analysis capabilities	Management ability	Crisis management	Industry knowledge	International market view	Leadership	Decision-making capacity	Risk management knowledge and ability
Yung-Jen Huang	√		√	√	√	√	√	√	√
Joseph N.C. Huang	√	√	√	√	√	√	√	√	√
Jackson Mai	√		√		√	√	√	√	
Ron-Chu Chen	√		√		√	√	√	√	
Chien-Li Wu	√		√		√	√	√	√	
Magi Chen	√	√	√	√	√	√	√	√	√
Mao-Chin Chen	√		√	√	√	√	√	√	√
Ryh-Yan Chang	√	√	√	√		√	√	√	√
Chun-Yao Huang					√	√	√	√	√
Ying-Hsin Tsai		√				√	√	√	√
Hung-Chang Chiu	√			√		√	√	√	
Ruey-Lin Hsiao	√		√		√	√	√	√	

The company's 5 independent directors own exceptional expertise in accounting and auditing, corporate governance, strategic marketing and digital finance:

- I. Independent director Ryh-Yan Chang is a financial accounting expert who as a veteran CPA has served the financial services industry many years. On top of his acting as a CPA for local financial holding companies and banks, he has secured Chinese Institute of Certified Public Accountants (CICPA) certification.
- II. Independent director Chun-Yao Huang is an expert in digital marketing, development of new products and e-commerce, whose research realms include marketing amount model, analysis of customer segments, sales predictions and internet browsing behavior analysis. He has accumulated profound market experiences in providing consulting covering retailing, finance, technology and internet.
- III. Independent director Ying-Hsin Tsai, an expert on such financial regulations as the Act Governing Electronic Payment Institutions and the Company Act, is committed to helping the company bolster legal compliance and attain international standards for corporate governance.
- IV. Independent director Chun-Yao Huang is a marketing expert on such fronts as technology, strategy, and service, with emphasis placed on striking a balance between theory and practice. He ranks among Taiwan's few instructors who have been accepted as contributors to Harvard Business School Cases.

V. Independent director Ruey-Lin Hsiao specializes in analyzing complex corporate issues from various qualitative approaches. Giving priority to such areas as innovation contexts, innovation in technology and organization, innovation under adversity, open innovation, and action research, he is also an expert on cross-disciplinary technology research.

Directors by background

Financial services 75%, investment 66.67%, management 100%, financial accounting 66.67%, electronic technology information 58.33%, biomedicine 25%, real estate brokerage 8.33%.

Directors' age group

Age 50-59: 6 persons; age 60-69: 3 persons; age 70~79: 3 persons; age 80~79: 1 persons.

Directors' gender

Male: 10 persons; female: 2 persons.