

BoardDiversity

The board of directors of Cathay Life Insurance Co., Ltd. (hereinafter referred to as “the Company”) are diversified, it includes individuals from different age range, industry experience, professional knowledge, and abilities. To strengthen the corporate governance, promote the sound development of composition and the structure of the board of directors; the article 21 of the Company's “Corporate Governance Principles” stipulates the consideration for composition of the Company's board of directors, and the knowledge and abilities that directors should possess. Article 25 of the Company's “Corporate Governance Principles” stipulates the requirements and diverse talents which independent directors need to have, to meet the characteristics of the development industry. In addition, the article 3 of the “Procedure for Election of Directors and Supervisors”, stipulates that the composition of the board of directors shall consider diversity, and formulate an appropriate diversity policy according to its own operation and development needs. For example: basic composition (such as gender, age, nationality, race, etc.), professional experience (such as: banking, insurance, securities, asset management, construction, medical treatment, health management, etc.), professional knowledge and ability (such as: business, finance, etc.), accounting, law, actuarial, foreign investment, risk management, etc.). The Company currently has 11 directors, including 5 non-executive directors, 3 independent directors and 3 executive directors (President, Managing Senior Executive Vice President and Senior Executive Vice President), and these directors have rich experience and expertise knowledge based on business, financial accounting, law, finance, mathematical actuarial, foreign investment, risk management and other fields; Directors with employee status accounted for 27%, independent directors accounted for 27%, female independent directors (Li-Ling Wang and Pei-Pei Yu) accounted for 18%, The tenure of 3 independent directors is less than 3 years; the average age of the board of directors is 58 years old, 1 director age range is between 71 to 80 years old, 3 directors age range are between 61 to 70 years old, 4 directors age range are between 51 to 60 years old, and 3 directors age range are between 41 and 50 years old. The company pays attention to the diversity of industry experience in the composition of the board of directors, and its goal is that each board of directors should have at least one director with industry experience in banking, securities, asset management, construction, and medical care. There are 4, 6, 4, 2 and 3 directors for the target of diversification, respectively, to achieve the goal of diversity. The implementation of the diversity policy of the Board of Directors of the Company is as follows:

Diversity Core Item Directors	Basic composition									Industry experience						Professional knowledge/skills								
	Nationality/place of	Gender	Concurrent positions in our	Age				Tenure of			Bank	Insurance	Securities	Asset Management	Construction	Medical	Health Management	Commerce	Finance / Accounting	Legal	Financial	Actuarial / Math	Foreign Investments	Risk management
				41 to 50	51 to 60	61 to 70	71 to 76	3 years and below	3 to 9 years	9 years and above														
Tiao-Kuei Huang	R.O.C.	M				✓					✓				✓		✓		✓	✓	✓	✓	✓	
Ming-Ho Hsiung	R.O.C.	M			✓						✓				✓		✓	✓	✓	✓	✓	✓	✓	
Tzung-Han Tsai	R.O.C.	M		✓						✓	✓	✓	✓				✓		✓	✓	✓	✓		
Chung-Yan Tsai	R.O.C.	M		✓							✓			✓		✓	✓		✓					
Shan-Chi Liu	R.O.C.	M	✓		✓						✓	✓			✓		✓	✓	✓		✓			
Chao-Ting Lin	R.O.C.	M	✓		✓						✓						✓	✓			✓		✓	
Yi-Tsung Wang	R.O.C.	M	✓	✓							✓	✓					✓					✓		
John Chung- Chang Chu	C.A.N.	M				✓					✓			✓			✓	✓				✓		
Li-Ling Wang	R.O.C.	F			✓			✓			✓	✓	✓				✓	✓		✓			✓	

Tang-Chieh Wu	R.O.C.	M				✓		✓			✓	✓	✓	✓				✓	✓		✓		✓	
Pei-Pei Yu	R.O.C.	F			✓			✓			✓		✓	✓				✓	✓		✓		✓	