

# Board Diversity Policy

Changshin selects outside directors through a transparent and impartial process guided by its bylaws. We focus on expertise in fields such as management, law, or finance and accounting, ensuring no bias towards any specific background. In seeking diversity, we aim to create a board that reflects a wide range of perspectives across gender, age, nationality, race, religion, ethnicity, and cultural background, avoiding the influence of particular interest groups.

## Policy Principles

1. **(Expertise)** The BOD at Changshin is comprised of directors with individuals who have demonstrated sufficient expertise to make informed decisions.
  - Essential expertise: Industry, management, economics, law, accounting, environmental matters
  - Additional expertise: Global experience, risk management, and other skills relevant to job performance
  
2. **(Diversity)** We ensure that our BOD is comprised of directors whose gender, age, background, knowledge, and experience are diverse enough to make well-rounded decisions from diverse perspectives.
  - Gender: We ensure our BOD is not dominated by any single gender
  - Age: We balance experience with flexibility to encourage diverse perspectives
  - Background: We avoid overrepresentation from specific regions, fields, or professions
  - Nationality, race, religion, ethnicity, cultural background: We promote diversity within the limits allowed by laws and regulations

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