

2025 Performance Evaluation Report of the Board of Directors and Functional Committees

02 07, 2025

Board Performance Evaluation Instructions :

I .Evaluation basis :

- **Legal Compliance:** the Company's "Board Performance Evaluation Measures" shall be handled.
- **Evaluation cycle :** Once a year. The performance evaluation of the board of directors of the Company shall be evaluated by an external professional independent institution or a team of external experts and scholars at least once every three years.

II.Evaluation period : 2025 (From 2025.1.1 to 2025.12.31)

III.Evaluation scope : including performance evaluation of the board of directors, individual members and functional committees (audit, remuneration, nomination, and business ethics & sustainable development).

IV.Evaluation procedure : Evaluation procedure: Self-evaluation by directors and relevant members of each functional committee, using the "Performance Evaluation of Board " and "Performance Evaluation of Functional Committee ".

Performance Evaluation of Board

- ◆ Participation in the Company's operations
- ◆ Improve the quality of board decisions
- ◆ The composition and structure of the board
- ◆ The selection and continuing education of the directors
- ◆ Internal Control
- ◆ The board of directors' attention and promotion of ESG

evaluation indicators : 43

Self-performance Evaluation of Board Members

- ◆ Mastery of Company goals and tasks
- ◆ Awareness of Directors' Responsibilities
- ◆ Participation in the Company's operations
- ◆ Internal relationship management and communication
- ◆ Professional and continuing education of the directors
- ◆ Internal Control

evaluation indicators : 24

Performance Evaluation of Functional Committee

- ◆ Participation in the Company's operations
- ◆ Determination of responsibility for functional committees
- ◆ Improve the decision-making quality of functional committees
- ◆ The composition of Functional committee
- ◆ Internal Control

evaluation indicators : 19-24

- ◆ The scores of above evaluation form are calculated based on five grades -Very poor (strongly disagree); Poor (disagree); Moderate (normal); Excellent (agree); Excellent (strongly agree)
The average score for each question is above 4 points as “excellent”, 3-4 points as “acceptable”, and below 3 points as “not good”.
- ◆ Use of assessment results :
 - 1.The Company's board of directors selects or nominates independent directors or members of functional committees as a reference, and uses the performance evaluation results of individual directors or members of each functional committee as a reference for determining individual remuneration.
 - 2.Continue to improve the assessment aspects of the board of directors, individual directors (self/peers) and functional committees, and continuously improve the effectiveness of each aspect.

Evaluation of Board :

What is being evaluated	Results
Participation in the Company's operations	4.8
Improve the quality of board decisions	5
Board composition and structure	5
Director selection and continuing education	4.96
Internal Control	4.98
The board of directors' attention and promotion of ESG	4.9

Directors' self-evaluation :

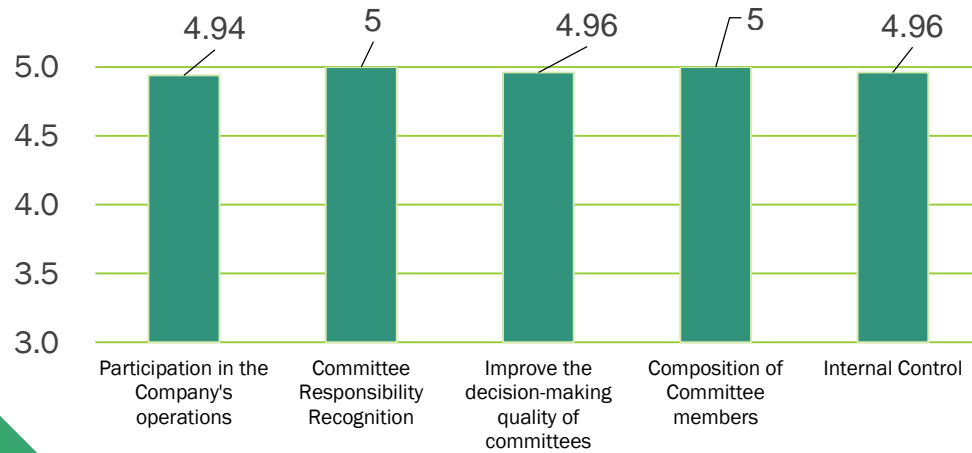
What is being evaluated	Results
Mastery of the Company goals and tasks	4.95
Awareness of Directors' Responsibilities	5.00
Participation in the Company's operations	4.88
Internal relationship management and communication	4.9
Professional and continuing education of directors	4.93
Internal Control	4.93

- ◆ The self-performance results of "Overall Board of Directors" are all "Excellent". The average scores of each aspect are shown in the figure below. The overall average ranging from 4.8 to 5. The results indicate an improvement in overall scores compared to the previous year. Notably, the "Election and Continuous Professional Development of Directors" category showed the most significant progress. This reflects the Company's effectiveness in providing directors with relevant professional development resources, thereby strengthening their specialized knowledge and skills.
- ◆ Furthermore, the categories of "Enhancing Board Decision-Making Quality" and "Board Composition and Structure" both received the highest ratings. This indicates that our diverse board composition effectively elevates the quality of deliberations, thereby driving the execution and realization of key strategic issues.
- ◆ To enhance Board engagement, the Secretariat is conducting deep-dive industry briefings for Independent Directors. Furthermore, we are collaborating with HR to refine the senior executive succession review mechanism and diversifying our ESG strategies to ensure long-term resilience and growth.
- ◆ Other suggestions : NO
- ◆ The self-assessment results for "Individual Director Performance" were all rated as Excellent, with average scores across all categories ranging between 4.88 and 5.0, as shown in the chart on the left. Scores in "Level of Participation in Company Operations" and "Internal Relationship Management and Communication" have improved, indicating that directors dedicated more time to board affairs and made effective contributions. However, it was noted that interaction with CPA during board meetings remains relatively limited.
- ◆ The Secretariat will continue to facilitate enhanced communication between Directors and CPA. Furthermore, the Company plans to increase reporting on ESG-related topics and deepen Directors' understanding of risk profiles and their corresponding control measures.
- ◆ Other suggestions : NO

Performance Evaluation Results of Functional Committees:

- ◆ The performance self-evaluation results are all "excellent". The average scores for each aspect are shown in the figure below, and the overall average is between 4.83 to 5. Among them, the Nomination Committee has identified an opportunity to strengthen its oversight of the "Depth and Diversity of the Senior Executive Talent Pool." To address this, the Secretariat is partnering with HR to develop a more robust review framework for the leadership pipeline and succession strategies. Additionally, we remain committed to tracking the execution of all meeting resolutions to ensure consistent operational accountability.
- ◆ Other suggestions : NO

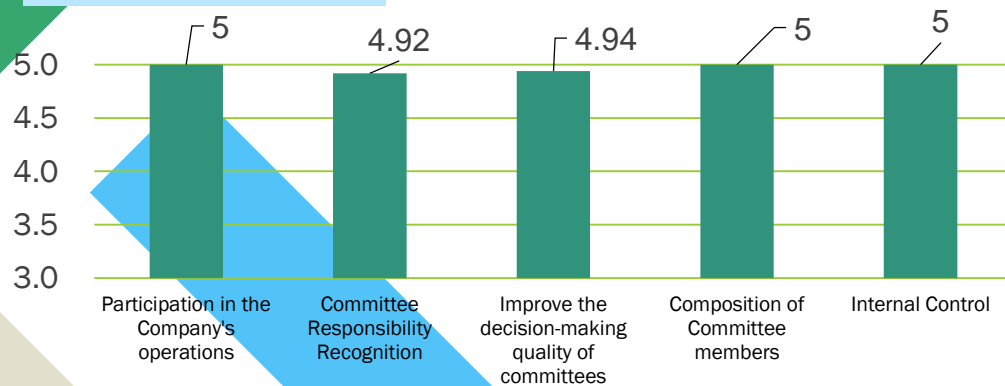
Audit Committee



Nomination Committee



Remuneration Committee



Business Ethics & Sustainable Development Committee

