

2023 Performance Evaluation Report of the Board of Directors and Functional Committees

12 27, 2023

Board Performance Evaluation Instructions :

- I.Evaluation basis** : the Company's "Board Performance Evaluation Measures" shall be handled. 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, and the performance evaluation of the current year shall be executed at the end of the year. The results of the internal and external performance evaluation of the board of directors shall be completed before the most recent board meeting of the following year.
- II.Evaluation cycle** : once a year.
- III.Evaluation period** : 2023
- IV.Evaluation scope** : including performance evaluation of the board of directors, individual members and functional committees. Among them, the newly established "Business Ethics and Sustainable Development Committee" on October 27, 2023 is not included in the scope of this assessment.
- V.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 : 40

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 : 21

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 : 18-22

- ◆ 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”.

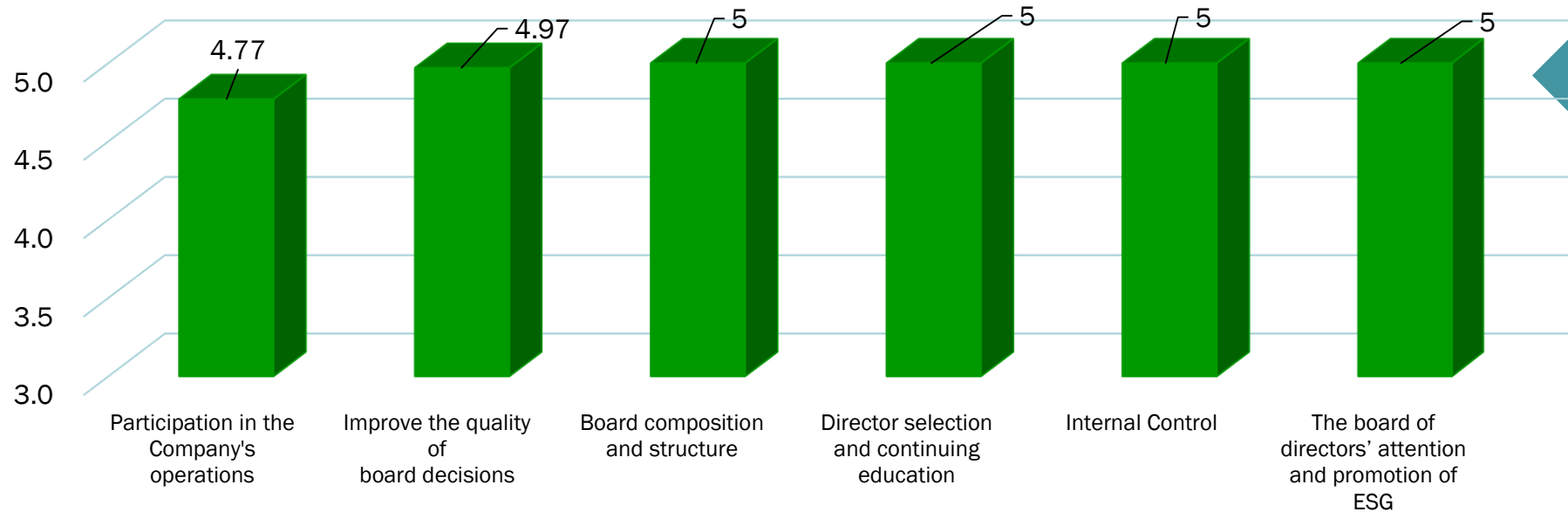
- ◆ Use of assessment results :

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.

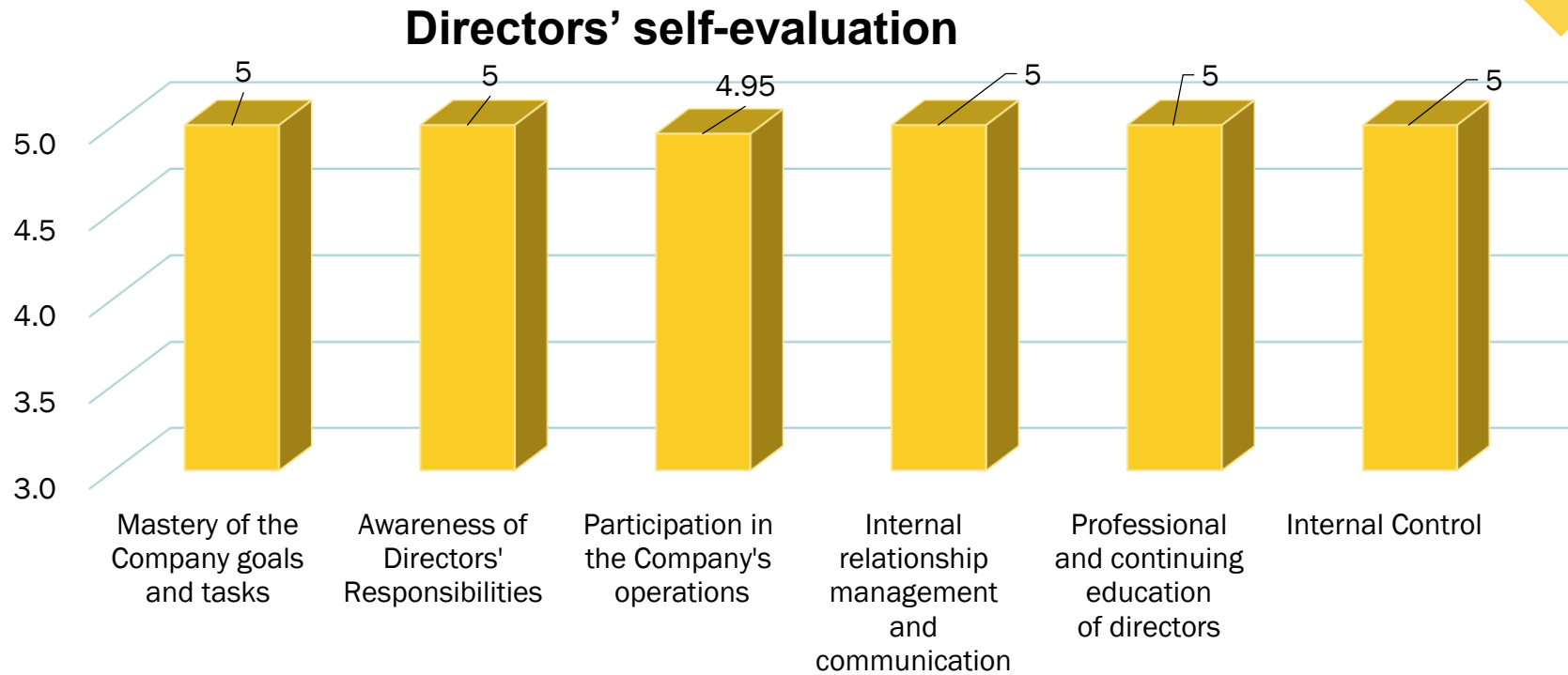
Performance Evaluation Results of Board :

Evaluation of Board



- ◆ 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 4.77 to 5. The average scores for "Participation in the Company's operations" and "Improve the quality of board decisions" are relatively low.
- ◆ Some directors believe that "the attendance rate of directors at the board meeting is low", and "the attendance rate of directors at the shareholders' meeting is low". The shareholders' meeting date set by the Company is based on consideration of the time that shareholders can participate and the convenient time of directors in advance, so that all directors can attend the meeting. The meeting affairs division will arrange the schedule of each meeting in advance and provide it to the directors as soon as possible, in order to increase the attendance rate of the meeting.
- ◆ Other suggestions : The Company may consider arranging advance communication meetings to facilitate more in-depth dialogue and discussion for the development strategy and annual operating plan for the next 2-3 years between the directors and the management team.

Performance Evaluation Results of Board :



- ◆ The self-performance results of "Board members" are all **"excellent"**. The average scores for each aspect are shown in the figure below. The overall average is between 4.94 to 5. Among them, the average score of "Participation in the Company's operations" is relatively low. The main reason is that some directors are dissatisfied with their attendance rate at the board of directors. Therefore, in the future, the meeting affairs division will arrange the schedule of each meeting in advance and provide it to the directors as soon as possible, in order to increase the attendance rate of the meeting.
- ◆ 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 4.75 to 5. Among them, the Audit Committee, Remuneration Committee and Nomination Committee's average score for the "Participation in the Company's operations" aspect is relatively low, and the main aspects of "member attendance rate" need to be strengthened.
- ◆ In the future, the meeting affairs division will arrange the schedule of each meeting in advance and provide it to the members as soon as possible, in order to increase the attendance rate of the meeting.
- ◆ Other suggestions : NO

