

2024 Performance Evaluation Report of the Board of Directors and Functional Committees

02 07, 2025

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** : 2024
- IV. **Evaluation scope** : including performance evaluation of the board of directors, individual members and functional committees (audit, remuneration, nomination, and business ethics & sustainable development).
- 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.

Evaluation of Board :

What is being evaluated	Results
Participation in the Company's operations	4.75
Improve the quality of board decisions	4.78
Board composition and structure	4.98
Director selection and continuing education	4.64
Internal Control	4.93
The board of directors' attention and promotion of ESG	4.95

- ◆ 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 4.75 to 5. The average scores for "Director selection & continuing education" and "Participation in the Company's operations" are relatively low.
- ◆ Some directors believe that "The procedure to elect a new director and appointment of a successor is not sufficiently well-thought and transparent.", and "the attendance rate of directors at the shareholders' meeting is low".
- ◆ The Company will continue to optimize the selection process for directors and strengthen the succession planning. The implementation status of the succession plan will be regularly reported to the board of directors to enhance corporate governance. Additionally, the date of the shareholders' meeting is set considering the availability of shareholders and the convenience of directors, ensuring that all directors can attend.
- ◆ Other suggestions : NO

Directors' self-evaluation :

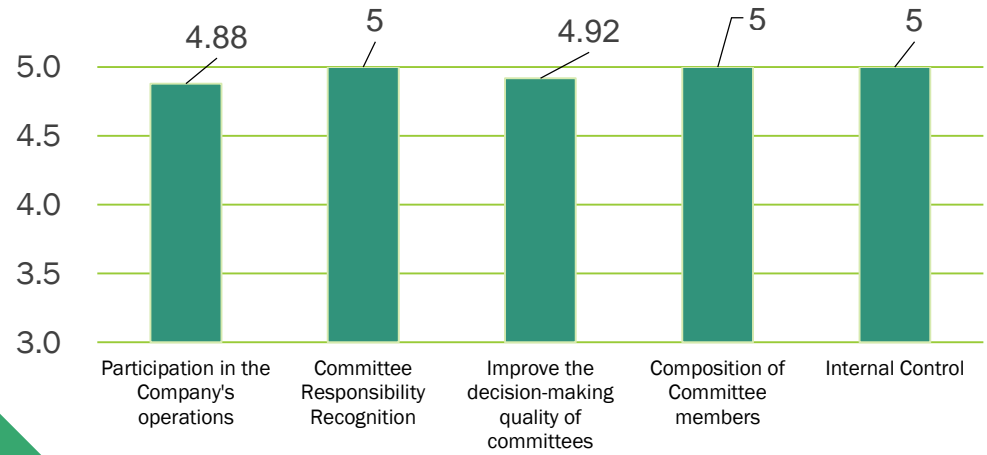
What is being evaluated	Results
Mastery of the Company goals and tasks	5.00
Awareness of Directors' Responsibilities	5.00
Participation in the Company's operations	4.81
Internal relationship management and communication	4.81
Professional and continuing education of directors	4.82
Internal Control	4.89

- ◆ The self-performance results of "Board members" are all "excellent". The average scores of each aspect are shown in the figure below. The overall average ranging from 4.81 to 5. The average scores for "Participation in the Company's operations" and "Internal relationship management and communication" are relatively low. The main reason is that some directors do not have sufficient time to dedicate to board-related matters, resulting in less effective contributions during board meetings. Additionally, some directors feel that there is not enough time for communication and interaction with the CPA.
- ◆ The agenda working group will provide more detailed necessary documents in advance, allowing directors to be fully prepared and improve meeting efficiency. Additionally, professional training courses will be offered to enhance directors' competencies. Furthermore, more time will be allocated in the board meeting agenda for directors to interact with the CPA, giving them ample opportunity to ask questions and engage in discussions.
- ◆ 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 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

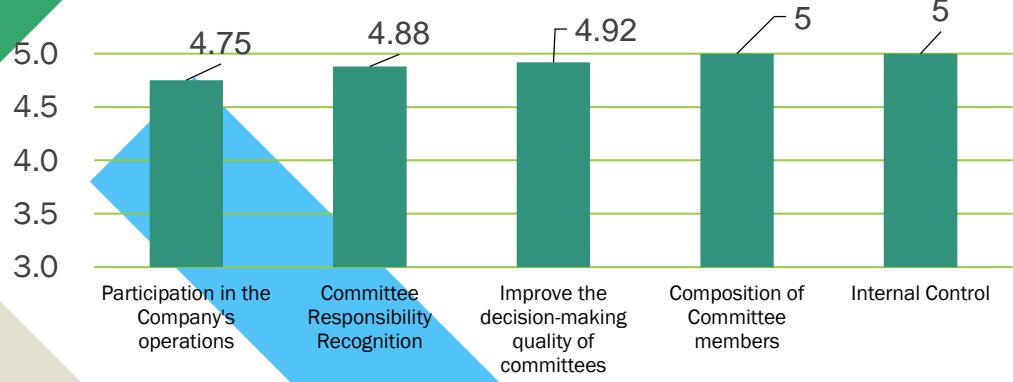
Audit Committee



Nomination Committee



Remuneration Committee



Business Ethics & Sustainable Development Committee

