

Board of Directors and Functional Committees Performance Evaluation

In accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX-Listed Companies and with reference to the sample “Regulations for Board Performance Evaluation,” the Company has established the **Regulations for Board Performance Evaluation** to strengthen corporate governance, enhance the functions of the Board of Directors and its functional committees, and improve overall board effectiveness.

The Board of Directors shall conduct performance evaluations annually in accordance with the evaluation procedures and indicators set out in the Regulations. The results of the performance evaluation shall be completed **before the end of the first quarter of the following year**.

Evaluation results are rated as follows:

- **Below 60 points:** Level 1 (Needs Improvement)
- **61–70 points:** Level 2 (Below Average)
- **71–80 points:** Level 3 (Effective)
- **81–90 points:** Level 4 (Good)
- **Above 91 points:** Level 5 (Excellent)

The Company revised the **Regulations for Board Performance Evaluation** on August 10, 2020, requiring the Board to conduct at least one annual performance evaluation covering the Board, individual directors, and the functional committees. Internal evaluations shall be conducted at year-end in accordance with the Regulations.

Evaluation Cycle, Period, Scope, Methods, and Content

(As reported in the attached Board performance evaluation table)

Evaluation Cycle (Note 1)	Evaluation Period (Note 2)	Evaluation Scope (Note 3)	Evaluation Method (Note 4)	Evaluation Content (Note 5)
Once per year (conducted at year-end)	Assessment of performance from January 1 to December 31	Board of Directors, individual directors, the Audit Committee, and the Remuneration Committee	Internal annual self-evaluation through questionnaires administered by the Secretariat, including Board self-evaluation, individual director self-evaluation, and self-evaluation of the Remuneration and Audit Committees	Board performance evaluation, evaluation of individual directors, and evaluation of functional committees

Notes:

1. **Evaluation cycle:** Once per year.
2. **Evaluation period:** Performance from January 1 to December 31 annually.
3. **Scope:** Board, individual directors, and functional committees.
4. **Methods:** Internal Board self-evaluation, individual director self-evaluation, peer evaluation, or assessment by external professional institutions, experts, or other appropriate methods.
5. **Evaluation content** must cover at least the following items:
 - o **(1) Board performance evaluation:** Participation in company operations, quality of board decisions, board composition and structure, director selection and continuous training, internal controls, etc.
 - o **(2) Individual director performance evaluation:** Understanding of company goals and responsibilities, professional competence and continuing education, internal controls, etc.
 - o **(3) Functional committee performance evaluation:** Participation in company operations, understanding of committee responsibilities, quality of committee decisions, committee composition and member selection, internal controls, etc.

Results of the 2024 (Year 113) Board Performance Evaluation

Evaluation Indicator	Score	Rating	Conclusion and Expectations
Participation in company operations	94	5	The Board actively promotes corporate governance and effectively fulfills its functions, achieving excellent performance across all indicators. Directors provided positive assessments of Board operational efficiency and effectiveness.
Enhancing the quality of Board decisions	97.3	5	
Board composition and structure	98	5	
Director selection and continuing education	99	5	
Internal controls	99	5	

Results of the 2024 (Year 113) Individual Director Performance Evaluation

Evaluation Indicator	Score	Rating	Conclusion and Expectations
Understanding of company goals and missions	99.26	5	Board members clearly understand the Company and its industry, remain committed to business growth and financial soundness, and stay current with trends and developments in ESG (environmental, social responsibility, and corporate governance) matters.
Understanding of director responsibilities	100	5	
Participation in company operations	98.89	5	
Internal relationship	100	5	

Evaluation Indicator	Score	Rating	Conclusion and Expectations
management and communication			
Director professionalism and continuing education	100	5	
Internal controls	100	5	

Results of the 2024 (Year 113) Functional Committee Performance Evaluation – Remuneration Committee

Evaluation Indicator	Score	Rating	Conclusion and Expectations
Participation in company operations	100	5	Remuneration Committee members actively provided professional advice, achieved a 100% attendance rate, and effectively fulfilled committee functions. Committee members expressed positive evaluations of committee operations.
Understanding of committee responsibilities	100	5	
Enhancing the quality of committee decisions	100	5	
Committee composition and member selection	100	5	
Internal controls	100	5	

Results of the 2024 (Year 113) Functional Committee Performance Evaluation – Audit Committee

Evaluation Indicator	Score	Rating	Conclusion and Expectations
Participation in company operations	100	5	Audit Committee members actively provided professional advice, achieved a 100% attendance rate, and effectively fulfilled committee functions. Committee members expressed positive evaluations of committee operations.
Understanding of committee responsibilities	100	5	
Enhancing the quality of committee decisions	100	5	
Committee composition and member selection	100	5	
Internal controls	100	5	