

The implementation status of the board members' evaluation: 2023

- 1. The Company formulated the Measures for the Evaluation of the Board of Directors' Performance, which was adopted by the Board of Directors on November 11, 2016.**
- 2. Conduct the performance evaluation of the board members, the Board of Directors and the functional committees in December of each year.**
- 3. During December 1 to December 31, 2022, the board members, the Board of Directors and the functional committees conducted an internal evaluation. There were 30 self-evaluation indicators for the board members, 47 evaluation indicators for the Board of Directors, 22 evaluation indicators for the audit committee, and 18 evaluation indicators for the remuneration committee. The evaluation results were divided into five grades: excellent, well, good, fair and to be strengthened. The executive unit was responsible for the overall consolidation at the end of December and submitted to the Chairman and the convener of audit and remuneration committee. The evaluation results shall be reported to the latest board meeting in the next year. In accordance with the rules, the results of performance evaluation should be filed to the TWSE before the end of the first quarter of the next year starting from 2020.**
- 4. According to the above measures, the evaluation results of 2023 have been submitted to the Board of Directors and the audit committee on March 12, 2024 and reported by the remuneration committee on March 5, 2024, and the evaluation results were disclosed on the website of that month.**
- 5. According to the law, the performance appraisal results should be reported to the TWSE before the end of the first quarter of the next year starting from 2020. The report has been completed on March 21, 2024. In addition, the implementation is fully disclosed in the annual report and the company's website for reference.**

(1) The results of the 2023 annual self-evaluation of the board members, the Board of Directors and functional committees are summarized as follows:

The self-assessment questionnaire was answered by 9 board members of the company. The assessment results are analyzed as follows:

- 1. Evaluation year: 2023**
- 2. Evaluation period: From January 1 to December 31, 2023**

3. Self-evaluation period: from December 1 to December 31, 2023

4. Directors conducted the self-evaluation:

- ① Chairman: WU, ZI-CONG**
- ② Vice Chairman: HU, PO-YI**
- ③ Director: HU, BOR-CHON, HU, PEI-TUAN, LIU, WAN-CHENG, LAI, KEN-MIN**
- ④ Independent Director LIN, KO-WU, YANG, TE-WANG, YANG, KUO-SHU**

5. Evaluation results:

- ① Board members**
There were 9 self-evaluation questionnaires with 30 items. The evaluation results of 2023 were: 95.14 points as "well".
- ② Board of Directors**
Performance evaluation covers five aspects, with 47 items in total. The evaluation results of 2023 were 94.04 points as "well".
- ③ Audit committee**
Performance evaluation covers five aspects, with 22 items in total. The evaluation results of 2023 were 100 points as "excellent".
- ④ Remuneration committee**
Performance evaluation covers four aspects, with 18 items in total. The evaluation results of 2023 were 100 points as "excellent".

6. Chairman's comments:

Continue to uphold the sustainable business philosophy of pragmatic integrity, play the role of directors effectively. During this year, the attendance rate of directors reached 97%; the internal and external interactions are effective and directors' duties are well done.

7. Comments of Independent Director LIN, KO-WU:

Relevant laws and regulations, financial status, risk control, etc. are implemented and managed and properly judged, and the directors in respective functional committees have objectively exercised the functions and powers to do the supervisory duties well.