

The implementation status of the board members' evaluation: 2024

- 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. The performance evaluation of the board members, the Board of Directors, and the functional committees was conducted in December each year.**
 - 3. During December 1 to December 31, 2024, 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 compilation of the results and submitted to the Chairman and the convener of the Audit and Remuneration Committee at the end of December. The evaluation results shall be reported to the latest board meeting in the next year.**
 - 4. According to the above measures, the evaluation results of 2024 have been submitted to the Board of Directors and the audit committee on March 12, 2025 and reported by the remuneration committee on February 19, 2024.**
 - 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 was completed on March 21, 2025. In addition, the implementation is fully disclosed in the annual report and the company's website for reference.**
- (1) The results of the 2024 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: 2024**
 - 2. Evaluation period: From January 1 to December 31, 2024**
 - 3. Self-evaluation period: from December 1 to December 31, 2024**

4. Directors who 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 2024 were: 95.09 points, which was “well”.
- ② **Board of Directors**
The performance evaluation covers five aspects, with 47 items in total. The evaluation results of 2024 were 92.76 points, which was “well”.
- ③ **Audit Committee**
The performance evaluation covers five aspects, with 22 items in total. The evaluation results of 2024 were 99.09 points, which was “excellent”.
- ④ **Remuneration committee**
The performance evaluation covers four aspects, with 18 items in total. The evaluation results of 2024 were 98.88 points, which was “excellent”.

6. Chairman's comments:

Each director is fully aware of their duties and responsibilities. Beyond adhering to relevant regulations, they are committed to the ideals of sustainable management and pragmatic integrity, thereby effectively performing their functions as members of the Board. During this year, the attendance rate of directors reached 91.11%; 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 under proper judgment, and the directors in respective functional committees have objectively exercised the functions and powers to fulfill their supervisory duties.