

2024 Board of Directors Internal Performance Evaluation Report

1. Reference: In accordance with Article 4 of the Company's "Rules for Performance Evaluation of Board of Directors".
2. Evaluation Cycles: Once a year.
3. Evaluation Period: January 1, 2024, to December 31, 2024.
4. Evaluation Scope: Covers the evaluation of the board as a whole, individual directors and each functional committees.
5. Evaluation Method: Internal Self-Assessment of the Board of Directors. The "Questionnaire of Self-Performance Evaluation of the Board" is assessed by the Corporate Governance Officer. The "Questionnaire of Self-Performance Evaluation of Board Members" is completed by individual board members. The "Questionnaire of Self-Performance Evaluation of the Functional Committee" is assessed by the conveners of each functional committee.
6. Evaluation Results: (Strongly Agree: 5 points; Agree: 4 points; Neutral: 3 points; Disagree: 2 points; Strongly Disagree: 1 point)

Evaluated Subjects	The board of directors as a whole	Board Members	Functional committee
Aspects	<ul style="list-style-type: none"> • Participation in the operation of the company; • Improvement of the quality of the board of directors' decision making; • Composition and structure of the board of directors; • Election and continuing education of the directors; • Internal control. 	<ul style="list-style-type: none"> • Alignment of the goals and missions of the company; • Awareness of the duties of a director; • Participation in the operation of the company; • Management of internal relationship and communication; • The director's professionalism and continuing education; • Internal control. 	<ul style="list-style-type: none"> • Participation in the operation of the company; • Awareness of the duties of the functional committee; • Improvement of quality of decisions made by the functional committee; • Makeup of the functional committee and election of its members; • Internal control.
Evaluation criteria	47	30	20-23
Average Score	4.89	4.86	4.97
Evaluation Results	Excellent Above Standard	Excellent Above Standard	Excellent Above Standard

(1)The board of directors as a whole

The scores of the Board of Directors in various aspects are shown in the table below, with an overall rating of "Excellent Above Standard". This indicates that the Board has effectively fulfilled its responsibilities in guiding and overseeing the company's strategy. The overall operation is sound, complying with regulatory requirements and corporate governance standards while safeguarding shareholders' rights and interests.

5 Major Aspects of Self-evaluation	Number of questions	Proportion (%)
A. Participation in the operation of the company	15	4.87
B. Improvement of the quality of the board of directors' decision making	10	5.00
C. Composition and structure of the board of directors	8	4.88
D. Election and continuing education of the directors	7	4.86
E. Internal control	7	4.86
Total/average score	47	4.89

(2)Board Members

A total of nine “Board Member Performance Evaluation Self-Assessment Questionnaires” were distributed, and all nine were received. The self-evaluation of various evaluation indicators by the directors is between 5 points of "strongly agreed" and 4 points of "agreed", indicating that the directors have a positive evaluation of the efficiency and effectiveness of the operation of various indicators. The scores of each aspect are shown in the table below, and the self- assessment results of each director are rated as "Excellent Above Standard":

6 Major Aspects of Self-evaluation	Number of questions	Proportion (%)
A. Alignment of the goals and missions of the company	5	4.89
B. Awareness of the duties of a director	5	4.98
C. Participation in the operation of the company	10	4.90
D. Management of internal relationship and communication	4	4.89
E. The director's professionalism and continuing education	3	4.63
F. Internal control	3	4.89
Total/average score	30	4.86

(3)Functional committee

The scores of the Company's "Audit Committee", "Remuneration & Nomination Committee" and "Sustainable Development Committee" in various aspects are shown in the table below, all rated as "Excellent Above Standard". This indicates a positive evaluation of the efficiency and effectiveness of each functional committee in their respective assessment criteria. It also demonstrates that the committees have diligently fulfilled their supervisory responsibilities and effectively supported the Board in carrying out its functions.

5 Major Aspects of Self-evaluation	Audit Committee		Remuneration & Nomination Committee		Sustainable Development Committee	
	Number of questions	Proportion (%)	Number of questions	Proportion (%)	Number of questions	Proportion (%)
A. Participation in the operation of the company	4	5.00	4	5.00	4	5.00
B. Awareness of the duties of the functional committee	6	5.00	8	4.75	6	5.00
C. Improvement of quality of decisions made by the functional committee	7	5.00	7	5.00	7	5.00
D. Makeup of the functional committee and election of its members	3	5.00	3	5.00	3	5.00
E. Internal control	3	5.00	-	-	-	-
Total/average score	23	5.00	22	4.91	20	5.00

7. Conclusion:

The results of this Board of Directors internal performance evaluation were all rated as "Excellent Above Standard". The overall operations of the Board and its functional committees are performing well, and there are no recommendations for improvements to the current system.

In accordance with Article 10 of the "Rules for Performance Evaluation of Board of Directors", the results of individual director performance evaluations will serve as a reference for the renomination of directors in the next term and the determination of their individual compensation.

The results of the Board Performance Evaluation will be submitted to the 8th meeting of the 5th Remuneration & Nomination Committee for review before being reported to the the 14th meeting of the 25th Board of Directors. Relevant evaluation details, methods, implementation status, and results will be disclosed on the company's website and in the annual report.