

Implementation of the Board and Functional Committees' Internal Performance Evaluation

The Company has formulated the Board Performance Evaluation Rules, within which the internal performance evaluation should be conducted at least once annually, targeting the overall operation of the Board, individual Board members and functional Committees, which are stated as follows:

Targeting object	Frequency	Time span	Scope	Measure	Content	Implementation & result
Board & Board members	Once a year	2025/1/1~ 2025/12/31	Board members	Self-appraisal	1. Control of the corporate goal and mission 2. Cognition of Director's duty 3. Involvement in the Company's operation 4. Internal relation management and communication 5. The expertise and continual education of Directors 6. Internal control	<u>Board members' self-appraisal:</u> The self-evaluation adopted is conducted using qualitative indicators; therefore, no numerical scores are assigned. The overall evaluation result was rated as Excellent. <u>Meeting unit evaluation:</u> An achievement rate of over 80% is considered to have met the required performance standards. The evaluation results are expected to be submitted to the Remuneration Committee and the
			Board & Board members	Meeting unit evaluation	1. Involvement in the Company's operation 2. Quality improvement of the Board's decision-making 3. Board composition and	

					<p>structure</p> <p>4.Board election and continual education</p> <p>5.Internal control</p>	Board of Directors for reporting in Q1/2026.
Audit Committee	Once a year	2025/1/1~ 2025/12/31	Audit Committee & members	Meeting unit evaluation	<p>1.Involvement in the Company's operation</p> <p>2.Cognition of Audit Committee's duty</p> <p>3.Quality improvement of the Audit Committee's decision-making</p> <p>4.Audit Committee composition and designation</p> <p>5.Internal control</p>	An achievement rate of over 80% is considered to have met the required performance standards. The evaluation results are expected to be submitted to the Remuneration Committee and the Board of Directors for reporting in Q1/2026.
Remuneration Committee	Once a year	2025/1/1~ 2025/12/31	Remuneration Committee & members	Meeting unit evaluation	<p>1.Involvement in the Company's operation</p> <p>2.Cognition of Remuneration Committee's duty</p> <p>3.Quality improvement of the Remuneration Committee's decision-making</p> <p>4.Remuneration Committee composition and designation</p>	An achievement rate of over 80% is considered to have met the required performance standards. The evaluation results are expected to be submitted to the Remuneration Committee and the Board of Directors for reporting in Q1/2026.

Note: The rating scale is defined as follows: 5 – Excellent (strongly agree); 4 – Good (agree); 3 – Fair (neutral); 2 – Poor (disagree); 1 – Very Poor (strongly disagree)

Evaluation results are classified based on the level of performance achievement as follows:

- Achievement of 90% or above – Exceeds Standard
- Achievement of 80% to less than 90% – Meets Standard
- Achievement below 80% – Improvement Needed