

Implementation of performance evaluation of the Board of Directors:

As per the Board of Directors and Functional Committees Performance Evaluation Measures, before the end of every fiscal year, various executive units shall collect the related information regarding the Board and board members' activities, and distribute Attachment 1 "Self-performance Evaluation Questionnaire for the Board," Attachment 2 "Self-performance Evaluation Questionnaire for Board Members (Self or Peer)," Attachment 3 "Self-performance Evaluation Questionnaire for Compensation Committee" and Attachment 4 "Self-performance Evaluation Questionnaire for Audit Committee" for them to fill in. Lastly, the coordinating executive unit shall consolidate the information, and prepare and submit the assessment report to the Board of Directors for review and improvement according to Article 8, the scoring of the performance indicators.

The Company hereby reports the performance assessment results of the Board of Directors as follows:

No.	Scope of assessment	Method of assessment	Assessment period	Content of assessment	Assessment result	Remarks
1	<input checked="" type="checkbox"/> Board of Directors as a whole <input type="checkbox"/> Individual board members <input type="checkbox"/> Each functional committee	<input checked="" type="checkbox"/> Internal self-assessment of the Board of Directors <input type="checkbox"/> Self-assessment by directors <input type="checkbox"/> Peer assessment <input type="checkbox"/> External assessment	Starting from January 1, 2024 to December 31, 2024	1. Participation level in the operations of the Company 2. Enhancement of the decision-making quality of the Board of Directors 3. Composition and structure of the Board of Directors 4. Appointment of directors and continuing education 5. Internal control	The results of the assessment items have fulfilled the requirements. The performance assessment results of the Board of Directors as a whole lie in the Outstanding category at 95%.	
2	<input type="checkbox"/> Board of Directors as a whole <input checked="" type="checkbox"/> Individual board members <input type="checkbox"/> Each functional committee	<input type="checkbox"/> Internal self-assessment of the Board of Directors <input checked="" type="checkbox"/> Self-assessment by directors <input type="checkbox"/> Peer assessment <input type="checkbox"/> External assessment	Starting from January 1, 2024 to December 31, 2024	1. Comprehension of the goals and missions of the Company 2. Comprehension of the duties of directors 3. Participation level in the operations of the Company 4. Management of internal relationships and communication 5. Professionalism and continuing education of directors 6. Internal control	All assessment items have fulfilled the requirements. The performance assessment results of individual board members lie in the Outstanding category at 90%.	
3	<input type="checkbox"/> Board of Directors as a whole <input type="checkbox"/> Individual board members <input checked="" type="checkbox"/> Each functional committee	<input type="checkbox"/> Internal self-assessment of the Board of Directors <input type="checkbox"/> Self-assessment by directors <input checked="" type="checkbox"/> Peer assessment <input type="checkbox"/> External assessment	Starting from January 1, 2024 to December 31, 2024	1. Participation level in the operations of the Company 2. Comprehension of the duties of functional committees. 3. Enhancement of the decision-making quality of functional committees. 4. Composition of functional committees and appointment of members. 5. Internal control	All assessment items have fulfilled the requirements. Attachment 3: The results of the self-performance evaluation questionnaires of the three members of the Compensation Committee were 95% (outstanding). Attachment 4: The results of the self-performance evaluation questionnaires of the two members of the Audit Committee were 95% (outstanding).	