

1. The Board of the Company has approved “Measures for Performance Evaluation of the Board of Directors” on August 4, 2020.
2. The performance evaluation of the Board, directors, Remuneration Committee, and Audit Committee will be implemented and decided anonymously by The Department of Human Resources (the “HR”) on October 29, 2021. The HR will present the performance evaluation results at the Board meeting held on March 2022 after collecting all the questionnaires and propose the advanced measures to the directors at the same time.
3. The evaluation items and results are as follows: the scoring standard is 1 point at the lowest and 5 points at the highest.

(1) The performance evaluation of the Board:

Items	Average Points (Note)	Level
Degree of participation in the operation of the Company	4.9	Outstanding
Enhancing the quality of decision making of the Board of Directors	4.8	Outstanding
Composition and structure of the Board of Directors	5.0	Outstanding
Election and continuing education of directors	4.9	Outstanding
Internal Control	4.8	Outstanding

(2) The performance evaluation of the Board of directors:

Items	Average Points (Note)	Level
Controlling the target and mission of the Company	4.9	Outstanding
Acknowledgement of the duties and responsibilities of the directors	5.0	Outstanding
Degree of participation in the operation of the Company	4.9	Outstanding
Internal management and communication	4.8	Outstanding
Election and continuing education of directors	4.9	Outstanding
Internal Control	4.9	Outstanding

(3) The performance evaluation of the Remuneration Committee:

Items	Average Points (Note)	Level
Degree of participation in the operation of the Company	4.9	Outstanding
Acknowledgement of the duties and responsibilities of the functional committee	4.9	Outstanding
Enhancing the quality of decision making of the functional committee	4.9	Outstanding
Composition and Election of the functional committee	5.0	Outstanding
Internal Control	5.0	Outstanding

(4) The performance evaluation of the Audit Committee:

Items	Average Points (Note)	Level
Degree of participation in the operation of the Company	4.9	Outstanding
Acknowledgement of the duties and responsibilities of the functional committee	4.8	Outstanding
Enhancing the quality of decision making of the functional committee	5.0	Outstanding
Composition and Election of the functional committee	4.8	Outstanding
Internal Control	5.0	Outstanding