

Performance Evaluation of the Board of Directors - 2023

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 Nov. 01, 2023. The HR will present the performance evaluation results at the Board meeting held on March 2024 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	Level
Degree of participation in the operation of the Company	5.0	Excellent
Enhancing the quality of decision making of the Board of Directors	4.9	Excellent
Composition and structure of the Board of Directors	5.0	Excellent
Election and continuing education of directors	5.0	Excellent
Internal Control	5.0	Excellent

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

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

(3) The performance evaluation of the Remuneration Committee:

Items	Average Points	Level
Degree of participation in the operation of the Company	4.9	Excellent
Acknowledgement of the duties and responsibilities of the functional committee	5.0	Excellent
Enhancing the quality of decision making of the functional committee	4.9	Excellent
Composition and structure of the functional committee	5.0	Excellent
Internal Control	4.9	Excellent

(4) The performance evaluation of the Audit Committee:

Items	Average Points	Level
Degree of participation in the operation of the Company	5.0	Excellent
Acknowledgement of the duties and responsibilities of the functional committee	5.0	Excellent
Enhancing the quality of decision making of the functional committee	5.0	Excellent
Composition and structure of the functional committee	5.0	Excellent
Internal Control	5.0	Excellent