

● Performance Evaluation

The implementation of the Board of Directors' evaluation is as follows:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation item
Once a year	Evaluation of the performance from January 1, 2023 to December 31, 2023	Board of Directors' performance evaluation Individual board members' performance evaluation Functional committees' performance evaluation	Board of Directors' self-evaluation Board members' self-evaluation	Board of Directors' self-evaluation <ol style="list-style-type: none"> 1. Participation in the Company's management 2. Improvement of the Board's decision-making quality 3. Composition and structure of the Board 4. Election and continuing education of directors 5. Internal control Board members' self-evaluation <ol style="list-style-type: none"> 6. Alignment with the Company's goals and missions 7. Awareness of the duties of a director 8. Participation in the Company's operation 9. Internal relationship management and communication 10. Election and continuing education of directors 11. Internal control Functional committees' self-evaluation <ol style="list-style-type: none"> 12. Participation in the Company's operation 13. Awareness of the duties of functional committees 14. Improvement of functional committees' decision-making quality 15. Composition of functional committees and election of their members 16. Internal control

On October 4, 2022, the Board of Directors approved the "Procedures for the Board of Directors' Performance Evaluation," which stipulate that the Board of Directors shall conduct a performance evaluation for the Board of Directors, its members, the Remuneration Committee, and the Audit Committee at least once a year. The 2023 evaluation results are as follows and were reported to the Board of Directors on March 12, 2024.

Evaluation category	Evaluation item	Evaluation result
Board of Directors' performance evaluation	<ol style="list-style-type: none"> 1. Participation in the Company's management 2. Improvement of the Board's decision-making quality 3. Composition and structure of the Board 4. Election and continuing education of directors 5. Internal control 	Overall operation rating: Good
Board members' performance evaluation	<ol style="list-style-type: none"> 1. Alignment with the Company's goals and missions 2. Awareness of the duties of a director 3. Participation in the Company's operation 4. Internal relationship management and communication 5. Directors' professionalism and continuing education 6. Internal control 	Overall rating: Good
Audit Committee's performance evaluation	<ol style="list-style-type: none"> 1. Alignment with the Company's goals and missions 2. Awareness of the duties of a director 3. Participation in the Company's operation 4. Internal relationship management and communication 5. Directors' professionalism and continuing education 6. Internal control 	Overall operation rating: Good
Remuneration Committee's performance evaluation	<ol style="list-style-type: none"> 1. Alignment with the Company's goals and missions 2. Awareness of the duties of a director 3. Participation in the Company's operation 4. Internal relationship management and communication 5. Directors' professionalism and continuing education 6. Internal control 	Overall operation rating: Good

- Enhancement of the functionality of the Board of Directors in the current year and the most recent year and the evaluation thereof
 - A. The Company has established the "Regulations Governing the Procedure for Board of Directors' Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," and announced important resolutions on the Market Observation Post System immediately after board meetings to ensure full disclosure of information and protect the rights and interests of shareholders.
 - B. The Company has established the Audit Committee and the Remuneration Committee to assist the Board of Directors in fulfilling its supervisory duties, actively strengthen the functions of the Board of Directors, and implement corporate governance. We are also committed to complying with the best practice principles for TWSE/TPEX listed companies. In addition, to improve information transparency, the Company's website has an investor section to keep the Company's information updated. Moreover, all of the current board members have participated in corporate governance-related courses.
 - C. In order to implement corporate governance and improve the functions of the Board of Directors, the Company conducts a performance evaluation for the Board of Directors and functional committees every year. The performance evaluation in 2022 was completed by board members performing a self-evaluation.
 - D. To protect directors from the risks they bear in fulfilling their duties, the Company takes out directors' liability insurance for them every year to ensure a sufficient insurance indemnity and coverage requirements and makes a report to the Board of Directors on a regular basis.