

The Board of Directors evaluation status in 2023 was as follows:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Contents
Board internal performance self-evaluation: Once	January 1, 2023 to December 31, 2023	Performance evaluation of the Board of Directors, individual Directors, Audit Committee,	Self-evaluation of the Board of Directors and self-	Described as follows

(1)The Company “Regulations Governing the Evaluation of the Performance of the Board of Directors” (hereafter referred to as “The Regulations”) were passed at the 13th meeting of the 14th Board of Directors on December 30, 2019. Amendments were subsequently passed by the 17th meeting of the 15th Board of Directors on November 2, 2023, and internal performance evaluations in the form of self-assessment questionnaires were conducted for the Board of Directors, members of the Board, and functional committees under the Board. The results of the evaluations were recovered and reported at the Board of Directors meeting on February 27, 2024, to provide a reference for the performance of individual directors and the setting of remuneration.

(2)The Regulations stipulate that internal evaluations shall be implemented each year and an external evaluation shall be implemented at least once every three years.

A. The criteria for evaluating the performance of the Board of Directors of the Company shall cover at least the following five aspects:

- (A) Participation in the operation of the Company.
- (B) Improvement of the quality of the Board of Directors' decision making.
- (C) Composition and structure of the Board of Directors.
- (D) Election and continuing education of the Directors;
- (E) Internal control.

B. The criteria for evaluating the performance of the Directors shall cover at least the following six aspects:

- (A) Familiarity with the goals and missions of the company.
- (B) Awareness of the duties of a Director.
- (C) Participation in the operation of the Company.
- (D) Management of internal relationship and communication.
- (E) The director's professionalism and continuing education.
- (F) Internal control.

C. The criteria for evaluating the performance of the functional committees of the Company (Audit Committee and Remuneration Committee) shall cover at least the following five aspects:

- (A) Participation in the operation of the Company.
- (B) Knowledge of the duties of the functional committee.
- (C) Improvement of the quality of functional committee's decisions.
- (D) Functional committee composition and election of members.
- (E) Internal control.

- (3) The performance evaluation of the Board of Directors (including functional committees) in 2023 consisted of 4 categories with 20 self-evaluation indicators in each category. The maximum score for each self-evaluation indicator was 5 points. The evaluation results are summarized as follows:
- A. Results of the performance self-evaluation of the Board of Directors:
 - (A) Total average score of the questionnaire: 97.86 points.
 - (B) Total average indicator score: 4.89 points
 - B. Results of the performance self-evaluation of the Directors:
 - (A) Total average score of the questionnaire: 98.43 points
 - (B) Total average indicator score: 4.92 points
 - C. Results of the performance self-evaluation of the Audit Committee:
 - (A) Total average score of the questionnaire: 99.33 points.
 - (B) Total average indicator score: 4.97 points
 - D. Results of the performance self-evaluation of the Remuneration Committee:
 - (A) Total average score of the questionnaire: 98.33 points.
 - (B) Total average indicator score: 4.92 points
- (4) The performance evaluations for Board of Directors, Board members, Audit Committee and Remuneration Committee rated the performance of the Board as between 5 points “Strong Agree” and 4 points “Agree” in 2023. The score indicated that the directors strongly agreed with the various performance metrics. The overall performance of the Board of Directors and functional committees were sound as well indicating compliance with the requirements of corporate governance while also effectively strengthening the competency of the directors and protecting shareholders’ equity. The outcomes of the Company’s performance evaluations for the Board of Directors and functional committees in previous years are available from the Company website.

The Board of Directors evaluation status in 2022 was as follows:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Contents
Board internal performance self-evaluation: Once every year	From Dec. 1, 2022 to Nov. 30, 2022	Performance evaluation of the Board of Directors, individual Directors, Audit Committee, and Remuneration Committee	Self-evaluation of the Board of Directors and self-evaluation of Directors.	Described as follows

- (1) The Company “Regulations Governing the Evaluation of the Performance of the Board of Directors” (hereafter referred to as “The Regulations”) were passed at the 13th meeting of the 14th Board of Directors on December 30, 2019. Amendments were subsequently passed by the 20th meeting of the 14th Board of Directors on November 3, 2020, and internal performance evaluations in the form of self-assessment questionnaires were conducted for the Board of Directors, members of the Board, and functional committees under the Board. The results of the evaluations were recovered and reported at the Board of Directors meeting on December 29, 2022, to provide a reference for the performance of individual directors and the setting of remuneration.
- (2) The Regulations stipulate that internal evaluations shall be implemented each year and an external evaluation shall be implemented at least once every three years.
 - A. The criteria for evaluating the performance of the Board of Directors of the Company shall cover at least the following five aspects:
 - (A) Participation in the operation of the Company.
 - (B) Improvement of the quality of the Board of Directors' decision making.
 - (C) Composition and structure of the Board of Directors.
 - (D) Election and continuing education of the Directors;
 - (E) Internal control.
 - B. The criteria for evaluating the performance of the Directors shall cover at least the following six aspects:
 - (A) Familiarity with the goals and missions of the company.
 - (B) Awareness of the duties of a Director.
 - (C) Participation in the operation of the Company.
 - (D) Management of internal relationship and communication.
 - (E) The director's professionalism and continuing education.
 - (F) Internal control.
 - C. The criteria for evaluating the performance of the functional committees of the Company (Audit Committee and Remuneration Committee) shall cover at least the following five aspects:
 - (A) Participation in the operation of the Company.
 - (B) Knowledge of the duties of the functional committee.

- (C) Improvement of the quality of functional committee's decisions.
- (D) Functional committee composition and election of members.
- (E) Internal control.

(3)The performance evaluation of the Board of Directors (including functional committees) in 2022 include 4 categories with 20 self-evaluation indicators in each category. The maximum score for each self-evaluation indicator is 5 points. The evaluation results are summarized as follows:

A. Results of the performance self-evaluation of the Board of Directors:

- (A) Total average score of the questionnaire: 98.29 points
- (B) Total average indicator score: 4.91 points

B. Results of the performance self-evaluation of the Directors:

- (A) Total average score of the questionnaire: 99.00 points
- (B) Total average indicator score: 4.95 points

C. Results of the performance self-evaluation of the Audit Committee:

- (A) Total average score of the questionnaire: 98.67 points
- (B) Total average indicator score: 4.93 points

D. Results of the performance self-evaluation of the Remuneration Committee:

- (A) Total average score of the questionnaire: 98.67 points
- (B) Total average indicator score: 4.93 points

(4)The performance evaluations for Board of Directors, Board members, Audit Committee and Remuneration Committee rated the performance of the Board as between 5 points “Strong Agree” and 4 points “Agree” in 2022. The score indicated that the directors strongly agreed with the various performance metrics. The overall performance of the Board of Directors and functional committees were sound as well indicating compliance with the requirements of corporate governance while also effectively strengthening the competency of the directors and protecting shareholders’ equity. The outcomes of the Company’s performance evaluations for the Board of Directors and functional committees in previous years are available from the Company website.

The Board of Directors evaluation status in 2021 was as follows:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Contents
Board internal performance self-evaluation: Once every year	From January 1, 2021 to December 31, 2021	Performance evaluation of the Board of Directors, individual Directors, Audit Committee, and Remuneration Committee	Self-evaluation of the Board of Directors and self-evaluation of Directors.	Described as follows
External performance evaluation of the Board of Directors: The Company shall appoint an external professional independent agency or a team of external experts	From December 1, 2020 to November 30, 2021	Performance evaluation of the Board of Directors, Audit Committee, and Remuneration Committee	In 2021, the Company appointed Taiwan Corporate Governance Association for the performance evaluation, which started with a review of documents provided by the Company for the evaluation. The Association then assigned experts to	Described as follows

- I. The Company passed the establishment of the "Regulations Governing the Evaluation of the Performance of the Board of Directors" (hereinafter referred to as the Regulations) in the 13th meeting of the 14th Board of Directors on December 30, 2019 and passed the amendment in the 20th meeting of the 14th Board of Directors on November 3, 2020 for the implementation of the internal evaluations of the Board of Directors, Directors, and functional committees of the Board of Directors. The evaluation is conducted through questionnaires and the Finance Department of the Company collects and analyzes the evaluation results before submitting them to the Board of Directors on February 24, 2022. The results are used as the basis for determining the performance of individual Directors and the establishment of remuneration.
- II. The Regulations stipulate that internal evaluations shall be implemented each year and an external evaluation shall be implemented at least once every three years.
 - (I) The criteria for evaluating the performance of the Board of Directors of the Company shall cover at least the following five aspects:

1. Participation in the operation of the Company.
2. Improvement of the quality of the Board of Directors' decision making.
3. Composition and structure of the Board of Directors.
4. Election and continuing education of the Directors;
5. Internal control.

(II) The criteria for evaluating the performance of the Directors shall cover at least the following six aspects:

1. Familiarity with the goals and missions of the company.
2. Awareness of the duties of a Director.
3. Participation in the operation of the Company.
4. Management of internal relationship and communication.
5. The director's professionalism and continuing education.
6. Internal control.

(III) The criteria for evaluating the performance of the functional committees of the Company (Audit Committee and Remuneration Committee) shall cover at least the following five aspects:

1. Participation in the operation of the Company.
2. Knowledge of the duties of the functional committee.
3. Improvement of the quality of functional committee's decisions.
4. Functional committee composition and election of members.
5. Internal control.

(IV) The Company appoints the Taiwan Corporate Governance Association to conduct the external performance evaluation items which include the following eight aspects:

1. Composition of the Board of Directors.
2. Guidance of the Board of Directors.
3. Authorization of the Board of Directors
4. Supervision of the Board of Directors.
5. Communication of the Board of Directors.
6. Internal control and risk management.
7. Self-discipline of the Board of Directors.
8. Others (board meetings, support system, etc.).

III. The performance evaluation of the Board of Directors (including functional committees) in 2021 include 4 categories with 20 self-evaluation indicators in each category. The

maximum score for each self-evaluation indicator is 5 points. The evaluation results are summarized as follows:

(I) Results of the performance self-evaluation of the Board of Directors:

1. Total average score of the questionnaire: 98.43 points
2. Total average indicator score: 4.92 points

(II) Results of the performance self-evaluation of the Directors:

1. Total average score of the questionnaire: 99.14 points
2. Total average indicator score: 4.96 points

(III) Results of the performance self-evaluation of the Audit Committee:

1. Total average score of the questionnaire: 99.00 points
2. Total average indicator score: 4.96 points

(IV) Results of the performance self-evaluation of the Remuneration Committee:

1. Total average score of the questionnaire: 97.67 points
2. Total average indicator score: 4.88 points

IV. Based on the results of the performance evaluation of the Board of Directors, Directors, Audit Committee, and Remuneration Committee, the Company's 2021 Board Performance Evaluation results were between 5 points for "strongly agree" and 4 points for "agree". It shows that the Directors strongly agree with the operations of the indicators and evaluated the overall operations of the Board of Directors and functional committees as good and meet corporate governance requirements. In addition, the members perform their duties as Directors, understand the Company's objectives, and actively participate in the Company's operations to protect shareholders' rights.

V. The Company appointed Taiwan Corporate Governance Association to conduct the 2021 external performance evaluation of the Board of Directors. The recommendations of the Association and the Company's improvement plans are as follows:

Recommendation 1: The Company's current risk management is implemented by individual departments based on their duties. We advise the Company to establish Risk Management Policy and sets up Risk Management Team to facilitate a comprehensive review of the risk management conditions of the Company and regularly report to the Audit Committee and the Board of Directors. So that the Board of Directors can manage the Company's business risks more effectively.

Improvement plan: The Company plans to establish a Risk Management Policy and set up a Risk Management Team in accordance with the recommendation to review all risks. The Team shall regularly report to the Audit

Committee and the Board of Directors, so that the Board of Directors can manage the Company's business risks more effectively.

Recommendation 2: The Company has established the Regulations on Violation of Ethical Conduct Reports which stipulate that the Auditing Department shall process reports and submit the reports to the President, Chairman, or Independent Directors based on the severity of the reported matter. However, the whistleblower mechanism requires a direct link with the Board of Directors (especially Independent Directors). We advise the Company to set up a reporting channel for the Independent Directors (or the Audit Committee) to receive the reports simultaneously to strengthen the whistleblower mechanism.

Improvement plan: The Company plans to allow simultaneous and direct delivery of contents of the reporting mailbox to Independent Directors (members of the Audit Committee) so that they can supervise the responses to the reports and ensure the effective operations of the whistleblowing mechanism.

Recommendation 3: According to the Company's "Emergency Incident Response Regulations", major contingencies are reported to the Chairman. We advise the Company to set clear requirements to include all members of the Board of Directors as the recipients so that the Directors can supervise the response to major contingencies and fulfill their duties as Directors.

Improvement plan: The Company's current major contingencies are reported to the Chairman in accordance with the "Emergency Incident Response Regulations" and communicated to all members of the Board of Directors. The Company plans to amend the "Emergency Incident Response Regulations" in accordance with the recommendation and specify all members of the Board of Directors as recipients.

Recommendation 4: We advise the Company to set official mechanisms for briefing newly Directors and organize briefing for all newly Directors on the organization and business operations of the Company. The Company should also arrange visits of plants and important production units to help newly Directors fully understand the Company's business operations and industry information for Directors to perform their duties.

Improvement plan: The Company currently makes arrangements for newly Directors to attend corporate governance courses as well briefings on the operations of the Company and unit inspections. The Company plans to revise the Regulations in accordance with the recommendations and

stipulate the inclusion of the briefings on the Company's operations and visits into the course for newly Directors.