



Board Performance Evaluation Procedures

Article 1: Purpose and Basis To implement corporate governance and enhance the functionality of the board of directors, these procedures are formulated in accordance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.

Article 2: Compliance The procedures for evaluating the performance of the board of directors, including the evaluation cycle, period, scope, methods, executing unit, procedures, and other compliance matters, shall be handled in accordance with these procedures. Functional committees shall conduct internal performance evaluations at least once a year.

Article 3: Evaluation Cycle and Period The board of directors shall conduct internal performance evaluations annually according to these procedures and evaluation indicators. External professional independent institutions or experts shall conduct evaluations at least once every three years. The results of internal and external evaluations shall be completed by the end of the first quarter of the following year.

Article 4: Evaluation Scope and Methods The evaluation scope includes the overall board of directors, individual board members, and functional committees. Evaluation methods may include internal self-evaluation, self-evaluation by board members, or evaluations by external professional institutions or experts.

Article 5: Executing Unit The performance evaluations of the board of directors and functional committees shall be executed by the corporate governance officer.

Article 6: Evaluation Procedures The evaluation procedures include:

1. Establishing the evaluation period and scope for the entire board, individual directors, and functional committees.
2. Determining the methods for internal self-evaluation and self-evaluation by board members.
3. Collecting relevant information on board activities and distributing self-evaluation questionnaires. The results are recorded and reported to the board for review and improvement.

Article 7: External Professional Institutions and Experts External evaluation institutions or experts must meet the following criteria:

1. Professionalism and independence.
2. Experience in providing board-related education and corporate governance services.
3. A team of at least three experts or scholars in board or corporate governance to evaluate and provide an external evaluation analysis report.

Article 8: Evaluation Indicators and Scoring Standards The evaluation indicators should consider the company's situation and needs, including:

1. Participation in company operations.
2. Improvement of board decision-making quality.
3. Composition and structure of the board.
4. Election and continuous education of directors.
5. Internal control.

Indicators for evaluating individual directors and functional committees are also specified. The scoring standards may be adjusted based on company needs and weighted according to different evaluation aspects.

Article 9: Use of Evaluation Results The results of the board performance evaluations shall be used as a reference for selecting or nominating directors and determining individual directors' remuneration.

Article 10: Annual Report and Information Disclosure

1. The company shall disclose whether it has established board performance evaluation procedures and the implementation status in the annual report.
2. The evaluation procedures shall be fully disclosed on the Market Observation Post System and the company's website.
3. If external institutions or experts conduct the evaluations, their names, professional qualifications, and independence shall be disclosed in the annual report.

Article 11: Implementation These procedures shall be implemented after approval by the board of directors, and the same applies to amendments. Established on August 11, 2016. First revision on November 9, 2018. Second revision on March 13, 2020. Third revision on December 20, 2023.