

## **Board of Directors and Functional Committees Performance Assessments**

Board of the Company resolved to enact “Rules and Procedures for Board of Directors Performance Assessments” on December 26, 2016, and rename as “Rules and Procedures for Board of Directors and Functional Committees Performance Assessments” on December 20, 2019 to stipulate the Company executes Board of Directors and Functional Committees performance evaluation once a year and report the result to Board of Directors. The aforementioned Rules were revised on January 12, 2023, to stipulate the Company shall execute external performance evaluations at least once every three years.

The performance assessment of the Board of Directors includes the following aspects:

1. The degree of participation in the Company’s operations.
2. Improvement in the quality of decision making by the Board of Directors.
3. The composition and structure of the Board of Directors.
4. The election of the Directors and their continuing education.
5. Internal controls.

The performance assessment of the Board members includes the following aspects:

1. Grasp of the Company’s goals and missions.
2. Recognition of director’s duties.
3. Degree of participation in the Company’s operations.
4. Management of internal relationships and communication.
5. Professionalism and continuing education.
6. Internal controls.

The performance assessment of the Functional Committees includes the following aspects:

1. The degree of participation in the Company’s operations.
2. Recognition of duties of the Functional Committee.
3. Improvement in the quality of decision making by the Functional Committee
4. Composition of the Functional Committee, and election and appointment of Committee members.
5. Internal controls.

## Performance Assessments in 2022

In January 2023, the Company has executed performance evaluation for Board of Directors, Board members, and all functional committees (including Audit Committee, Compensation Committee, Nominating Committee, and ESG Committee) period from January 1, 2022 to December 31, 2022. The evaluation was executed by corporate governance affairs unit, and results are rating by the score of questionnaires. Results of the evaluation have been reported at Board of Directors meeting on March 6, 2023.

The Board's self- (or peer) evaluation cycle and period, the scope, method and content of the evaluation:

Evaluation cycle	Evaluation period	Scope of evaluation	Method of evaluation	Content of evaluation	Score	Rank
Once a year	2022.01.01~12.31	Board of Directors	Internal self-evaluation	Internal self-evaluation by the Board: 1. The degree of participation in the Company's operations. 2. Improvement in the quality of decision making by the Board of Directors. 3. The composition and structure of the Board of Directors. 4. The election of the Directors and their continuing education. 5. Internal controls.	Over 90	Outstanding
Once a year	2022.01.01~12.31	Board members	Internal self-evaluation	Internal self-evaluation by Board members: 1. Grasp of the Company's goals and missions. 2. Recognition of director's duties. 3. Degree of participation in the Company's operations. 4. Management of internal relationships and communication. 5. Professionalism and continuing education. 6. Internal controls.	Over 90	Outstanding
Once a year	2022.01.01~12.31	1.Audit Committee	Internal self-evaluation	Internal self-evaluation by Functional Committees: 1. The degree of participation in the Company's operations. 2. Recognition of duties of the Functional Committee. 3. Improvement in the quality of decision making by the Functional Committee 4. Composition of the Functional Committee, and election and appointment of Committee members. 5. Internal controls.	Over 90	Outstanding
Once a year	2022.01.01~12.31	2.Compensation Committee	Internal self-evaluation		Over 90	Outstanding
Once a year	2022.01.01~12.31	3.Nominating Committee	Internal self-evaluation		Over 90	Outstanding
Once a year	2022.06.09~12.31	4.ESG Committee	Internal self-evaluation		Over 90	Outstanding

Note: ESG Committee established on June 9, 2022, therefore the evaluation period was 2022.06.09~12.31.