

Performance Evaluations of the Board and Directors by internal self-evaluation

2023 Performance Evaluation of the Board of Directors

| Evaluation items | ChingLeou Teng | KoChung Lin | ShenYi Lee | ShenYu Gong | ChanKou Hwang | PengYuan Chen | ChienHsin Lai | YenChign Hwang | JinnDer Chang | Patrick Y. Yang | JienHeh Tien |
|--------------------------------------------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-------------------|------------------|-----------------------------|-----------------------------|
| A. Participation in the company's operations | 4.8 | 4.8 | 4.9 | 4.9 | 4.8 | 4.5 | 4.5 | 4.8 | 5 | 4.8 | 4.4 |
| B. Improving the decision making quality of the board of directors | 5 | 5 | 5 | 4.8 | 5 | 4.8 | 4.6 | 5 | 5 | 4.8 | 4.8 |
| C. Board composition and structure | 5 | 5 | 5 | 4.7 | 5 | 4.7 | 4.2 | 5 | 5 | 4.9 | 5 |
| D. Selection of board members and continuing to learn | 5 | 5 | 4.9 | 4.7 | 5 | 4.7 | 4.2 | 5 | 5 | 4.7 | 4.9 |
| E. Internal control | 5 | 5 | 5 | 4.9 | 5 | 4.6 | 4.1 | 5 | 5 | 4.7 | 4.7 |
| Average | 4.9 | 4.9 | 4.9 | 4.8 | 4.9 | 4.7 | 4.3 | 4.9 | 5 | 4.8 | 4.8 |
| Rating(Note) | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Outstanding | Outstanding | Excellent to Outstanding | Excellent to Outstanding |

2023 Performance Evaluation of the Board Members

| Evaluation items | ChingLeou Teng | KoChung Lin | ShenYi Lee | ShenYu Gong | ChanKou Hwang | PengYuan Chen | ChienHsin Lai | YenChign Hwang | JinnDer Chang | Patrick Y. Yang | JienHeh Tien |
|-----------------------------------------------------|-------------------|----------------|---------------|----------------|------------------|------------------|------------------|-------------------|------------------|--------------------|-----------------|
| A. Understanding of company goals and tasks | 5 | 5 | 5 | 4.7 | 5 | 4.7 | 4 | 5 | 5 | 5 | 5 |
| B. Understanding of the directors' responsibilities | 5 | 5 | 5 | 5 | 5 | 4.7 | 4.3 | 5 | 5 | 4 | 4.7 |
| C. Participation in the company's operations | 4.9 | 4.9 | 4.9 | 4.9 | 4.9 | 4.5 | 4.1 | 4.9 | 5 | 4.4 | 4.6 |

| Evaluation items | ChingLeou Teng | KoChung Lin | ShenYi Lee | ShenYu Gong | ChanKou Hwang | PengYuan Chen | ChienHsin Lai | YenChign Hwang | JinnDer Chang | Patrick Y. Yang | JienHeh Tien |
|-------------------------------------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|------------------|-----------------------------|-----------------------------|
| D. Internal relationship management and communication | 4.7 | 4.7 | 4.3 | 4.7 | 4.7 | 4.3 | 4 | 5 | 5 | 4.7 | 5 |
| E. Professionalism and continuing to learn | 5 | 5 | 5 | 5 | 5 | 4.3 | 4 | 5 | 5 | 4.7 | 5 |
| F. Internal control | 5 | 5 | 5 | 5 | 5 | 5 | 4.3 | 5 | 5 | 5 | 4.7 |
| Average | 4.9 | 4.9 | 4.9 | 4.9 | 4.9 | 4.6 | 4.1 | 4.9 | 5 | 4.6 | 4.8 |
| Rating(Note) | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Excellent to Outstanding | Outstanding | Excellent to Outstanding | Excellent to Outstanding |

Note: The evaluation results are expressed as a score ranging from 1 to 5, with 1 = extremely bad (completely unacceptable), 2 = bad (unacceptable), 3 = satisfactory (acceptable), 4 = excellent (highly acceptable), and 5 = outstanding (completely acceptable).

This company evaluated the performance of its board of directors, independent directors, and functional committees (Audit Committee and Remuneration Committee). By using questionnaires, this company evaluated the 2023 performance of the aforementioned parties in compliance with its guidelines; these evaluations were completed in February 2024. Regarding the performance of the board of directors, board members, Audit Committee, and Remuneration Committee, most of their evaluation scores ranged from satisfactory to outstanding, indicating that the board members thought that both the board of directors and the functional committees had smooth operations and sound systems. On February 26, 2024 the results were reported to the board of directors.