■ **Performance evaluation of the board directors**

In order to implement company governance, the company had made and approved "Board Performance Evaluation Method" on 22th March, 2016. The Board of Directors, members and the Functional Committees are required to implement performance evaluation at least once a year. The internal assessment shall be carried out at the end of each year and the annual performance assessment shall be carried out in accordance with this method.

The measurement project of the performance evaluation of the board of directors (functional committee) of the company includes the following five major points:

1. Participation in company operations.
2. Enhance board decision quality.
3. Board composition and structure.
4. Selection and continuing education of directors.
5. Internal control.

The measurement item of the board member (self) performance evaluation includes the following six points:

1. To grasp company's target and mission.
2. Director's responsibility.
3. Participation in company operations.
4. Internal relationship management and communication.
5. Directors' profession and continuing education.
6. Internal control.

At the end of each year, each executive unit collects information on board activities and fills out the self-assessment questionnaire such as the "Board (Functional Committee) Performance or Director (Functional Committee) Members self-assessment questionnaire" etc. After collected data, based on the scores of the evaluation indicators, the report of the evaluation results is recorded and sent to the board of directors for review and improvement. The results will be used as a reference for the board of directors to select or nominate independent directors.

The Company completed the 2025 Board performance evaluation in January 2026 and reported the outcome in the Board meeting on March 9, 2026 for review and improvement. The average scores of self-evaluation on Board performance and individual Board members were above 90 (out of 100), indicating a sound operation of the Board；the average scores of self-evaluation on Remuneration Committee and Audit Committee , Sustainable Development Committee and individual functional committee members were above 90 (out of 100), showing the Committees operate smoothly and comply with corporate governance, thereby effectively enhancing the Board functions.