

Board and functional committees performance

1.1 Evaluation cycles: Conducting an internal board performance evaluation every year

1.2 Evaluation periods: From Jan. 1, 2022 to Dec. 31, 2022

1.3 Scope and method of evaluation: The performance evaluation of the board as a whole, individual board members and functional committees, including audit committee, remuneration committee, and nominating committee.

1.4 Method of evaluation: The internal evaluation of the board, self-evaluation by individual board members, and the internal evaluation of audit committee, remuneration committee, and nominating committee. The units conducting evaluations is nominating committee.

1.5 Criteria of evaluation:

1.5.1 The board of directors performance evaluation

- (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.

1.5.2 The board members performance evaluation

- (1) Alignment of 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.

1.5.3 Functional committee's performance evaluation

- (1) Participation in the operation of the company;
- (2) Awareness of the duties of the functional committee;
- (3) Improvement of quality of decisions made by the functional committee;
- (4) Makeup of the functional committee and election of its members;
- (5) Internal control.

1.6 Performance evaluation results: The 2022 performance evaluation results of the board, the board members, audit committee, remuneration committee, and nominating committee are all 'outstanding'. The results of the performance evaluation will be used as a reference for the remuneration of individual directors or functional committee members and the nomination of continuation in office.