

2025 Board of Directors Internal Performance Evaluation Report

1. **Reference:** In accordance with Article 4 of the Company's "Rules for Performance Evaluation of Board of Directors".
2. **Evaluation Cycles:** Once a year.
3. **Evaluation Period:** January 1, 2025, to December 31, 2025.
4. **Evaluation Scope:** Covers the evaluation of the board as a whole, individual directors and each functional committees.
5. **Evaluation Method:** Internal Self-Assessment of the Board of Directors. The "Questionnaire of Self-Performance Evaluation of the Board" is assessed by the Corporate Governance Officer. The "Questionnaire of Self-Performance Evaluation of Board Members" is completed by individual board members. The "Questionnaire of Self-Performance Evaluation of the Functional Committee" is assessed by the conveners of each functional committee.
6. **Evaluation Results:** (Strongly Agree: 5 points; Agree: 4 points; Neutral: 3 points; Disagree: 2 points; Strongly Disagree: 1 point)

Evaluated Subjects	The board of directors as a whole	Board Members	Functional committee
Aspects	<ul style="list-style-type: none"> · Participation in the operation of the company; · Improvement of the quality of the board of directors' decision making; · Composition and structure of the board of directors; · Election and continuing education of the directors; · Internal control. 	<ul style="list-style-type: none"> · Alignment of the goals and missions of the company; · Awareness of the duties of a director; · Participation in the operation of the company; · Management of internal relationship and communication; · The director's professionalism and continuing education; · Internal control. 	<ul style="list-style-type: none"> · Participation in the operation of the company; · Awareness of the duties of the functional committee; · Improvement of quality of decisions made by the functional committee; · Makeup of the functional committee and election of its members; · Internal control.
Evaluation criteria	47	30	20-23
Average Score	4.89	4.86	4.97
Evaluation Results	Excellent Above Standard	Excellent Above Standard	Excellent Above Standard

(1) The board of directors as a whole

The scores of the Board of Directors in various aspects are shown in the table below, with an overall rating of "Excellent Above Standard". This indicates that the Board has effectively fulfilled its responsibilities in guiding and overseeing the company's strategy. The overall operation is sound, complying with regulatory requirements and corporate governance standards while safeguarding shareholders' rights and interests.

5 Major Aspects of Self-evaluation	Number of questions	Proportion (%)
A. Participation in the operation of the company	15	4.93
B. Improvement of the quality of the board of directors' decision making	10	5.00
C. Composition and structure of the board of directors	8	5.00
D. Election and continuing education of the directors	7	4.86
E. Internal control	7	4.86
Total/average score	47	4.89

(2) Board Members

A total of nine "Board Member Performance Evaluation Self-Assessment Questionnaires" were distributed, and all nine were received. The self-evaluation of various evaluation indicators by the directors is between 5 points of "strongly agreed" and 4 points of "agreed", indicating that the directors have a positive evaluation of the efficiency and effectiveness of the operation of various indicators. The scores of each aspect are shown in the table below, and the self-assessment results of each director are rated as "Excellent Above Standard":

6 Major Aspects of Self-evaluation	Number of questions	Proportion (%)
A. Alignment of the goals and missions of the company	5	5.00
B. Awareness of the duties of a director	5	4.98
C. Participation in the operation of the company	10	4.91
D. Management of internal relationship and communication	4	4.89
E. The director's professionalism and continuing education	3	4.56
F. Internal control	3	4.85
Total/average score	30	4.86

(3) Functional committee

The scores of the Company's "Audit Committee," "Remuneration & Nomination Committee," and "Sustainable Development Committee" across various aspects are shown in the table below, all rated as "Excellent Above Standard." This indicates that each committee functions effectively, implements a pre-review mechanism, and provides constructive professional advice, thereby enhancing the quality of board decision-making and overall governance performance.

5 Major Aspects of Self-evaluation	Audit Committee		Remuneration & Nomination Committee		Sustainable Development Committee	
	Number of questions	Proportion (%)	Number of questions	Proportion (%)	Number of questions	Proportion (%)
A. Participation in the operation of the company	4	5.00	4	5.00	4	5.00
B. Awareness of the duties of the functional committee	6	5.00	8	4.75	6	5.00
C. Improvement of quality of decisions made by the functional committee	7	5.00	7	4.86	7	5.00
D. Makeup of the functional committee and election of its members	3	5.00	3	5.00	3	5.00
E. Internal control	3	5.00	-	-	-	-
Total/average score	23	5.00	22	4.90	20	5.00

In addition to existing performance evaluation metrics, the Board of Directors provides the following specific performance indicators for operational management and sustainable development:

(1) Operating Performance:

In fiscal year 2015, gross profit, operating profit, and pre-tax net profit increased by 7.50%, 10.27%, and 5.77% respectively compared to the previous year. Return on equity also rose by 0.03%, indicating sustained growth in overall operational performance.

(2) Sustainable Development and Net-Zero Strategy:

Our company has been honored with the 2025 [Net-Zero Industrial Competitiveness] Excellence Award in the steel sector. To achieve the 2050 net-zero carbon emissions target, we have proactively deployed renewable energy, mapped out carbon reduction pathways, and pragmatically set interim goals for 2030—a 30% carbon reduction and RE30. We continuously implement sustainable policies centered on energy conservation and carbon reduction, striving to maintain leadership among electric furnace peers with lower carbon intensity. We actively respond to stakeholder expectations to ensure the company's sustainable development.

(3) Corporate Governance Performance:

In the 11th Corporate Governance Evaluation, our company once again ranked among the top 5% of listed companies and secured a position within the top 10% of non-financial electronics companies with a market capitalization exceeding NT\$10 billion. This represents the highest honor in the evaluation, highlighting our company's dedication and achievements in advancing and implementing corporate governance practices.

7. Conclusion:

The results of this Board of Directors internal performance evaluation were all rated as "Excellent Above Standard". The overall operations of the Board and its functional committees are performing well, and there are no recommendations for improvements to the current system.

In accordance with Article 10 of the "Rules for Performance Evaluation of Board of Directors", the results of individual director performance evaluations will serve as a reference for the renomination of directors in the next term and the determination of their individual compensation.

Under the Board of Directors' oversight, both the revenue growth rate and pre-tax net profit growth rate for the 2025 fiscal year saw significant increases. Overall operational performance surpassed the previous year's results, and sustainable policies were effectively implemented. In accordance with the principle of linking director compensation to performance, director remuneration increased by approximately 5.77% compared to the previous year, representing about 0.3% of the 2025 fiscal year's post-tax net profit. This aligns with the principles of corporate governance and performance orientation.

The results of the Board Performance Evaluation were submitted to the 12th meeting of the 5th Remuneration & Nomination Committee for review before being reported to the 22nd meeting of the 25th Board of Directors. Relevant evaluation details, methods, implementation status, and results will be disclosed on the company's website and in the annual report.