

Performance Evaluation of the Board and Functional Committees

The Company's Board of Directors has approved the amended "Methods to Evaluate Performance of the Board of Directors" on November 11, 2019. The members of the Board of Directors and functional committees and the responsible department for Board of Directors meetings has processed internal performance evaluation on the "Board of Directors", "Audit Committee", and "Compensation Committee".

The scope of the assessment of the Board of Directors includes 45 indicators that fall under five aspects: level of participation in Company operations, enhancing quality of decision-making from the Board, composition and structure of the Board, nomination of Directors and continuing education as well as internal control. The scope of the assessment of the Audit Committee and Remuneration Committee include 22 and 19 indicators respectively that also fall under five aspects: level of participation in Company operations, Duties understanding of the functional committees, enhancing quality of decision-making from the functional committees, composition and nomination of the functional committees as well as internal control. Performance evaluation on the "Board of Directors", "Audit Committee", and "Compensation Committee" were processed respectively and the assessment results will be classified into five levels: 1 strongly Disagree, 2 Disagree, 3 Neutral, 4 Agree, 5 Strongly Agree.

The self-assessment results of the "Board of Directors", "Director members", "Audit Committee", and "Compensation Committee" were 4.80, 4.84, 4.86 and 4.89 on average respectively. The evaluation results were submitted to the Board of Directors in the first Board meeting in 2023 and will be as a reference for members of the Board of Directors and functional committees on their performance, compensation and nomination renewal.