

Methods to Evaluate Performance of the Board of Directors

the assessed unit and should fairly objective and independent role. The execution unit for the assessment of function committee may be adjusted based on the department organization of the Company and the assessment may be performed by different execution units due to the difference in the operating situation of each function committee. Such execution unit should fairly objective and should be a person or unit without any direct interest in the operation of the assessed unit. If the Company has a corporate governance committee or no committee composed of independent directors, it is advisable for such committee to be the execution unit of such assessment.

Article Assessment Procedure

The assessment procedure for the performance of the board of directors of the Company is as follows:

Confirm the assessed unit assessment period and scope for the current year such as overboard of directors individually or by each function committee etc.

Confirm the assessment manner such as internal self-assessment by the board of directors self-assessment or peer assessment by board members, peer assessment by external professional institution or expert etc. Selection of proper assessment execution unit.

Each assessment unit collects information related to the activities of the board of directors and issues relevant assessment questions to be completed. After information is collected by the corresponding execution unit or the secretariat of the board of directors, a report shall be prepared showing assessment results based on the scoring standards from assessors under these methods and submitted to the board of directors for review and approval.

Article External Professional Institution and Expert

The external assessment institution or the team of external experts and schools arranged by the Company to perform the board of directors performance assessment shall comply with the following:

External assessment institution or team of experts and schools shall be a professional and independent.

External assessment institutions shall be intermediary institutions or management consulting companies providing relevant services such as education training programs for board of directors and corporate governance improvement services. A team of external experts and schools shall hire the best experts or schools in the domain of board or corporate governance to assess the execution status of the

performance assessment of the board of directors of the Company and to prepare an internal assessment analysis report

Article Assessment Benchmarks and Scoring Standards

The Company should establish a board of directors performance assessment evaluation items in consideration of the Company's situation and needs, which should include the following aspects

Level of participation in the operation of the Company

Improvement of the quality of board decisions

Composition and structure of the board of directors

Selection and continued learning of directors

Internal control

Evaluation items for self or peer performance assessment of the board members should include the following aspects

Understanding of the Company's objectives and missions

Areness of directors' duties

Level of participation in the operations of the Company

Internal relationships, operations and communications

Directors' professional and continued learning

Internal control

Evaluation items for the performance assessment of function counterparts should include the following aspects

Level of participation in the operations of the Company

Areness of the duties of function counterparts

Improvement of the quality of decisions by the function counterparts

Composition of function counterparts and selection of members

Internal control

Benchmarks of the board of directors performance assessment should be consistent with the operations and needs of the Company and should reflect the contents for the

Company's execution of performance assessment. Such benchmarks should be reviewed and suggestions should be proposed regularly

Scoring standards should be adjusted and updated in accordance with the Company's needs. Scoring should be weighted based on various evaluation aspects

Article Standardization of Assessment Results

The results of the performance assessment on the board of directors of the Company should be used as reference for selection or nomination of directors. The board performance assessment results should be used as reference in the determination of

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Artic e Annu Report Infor tion Disc osure

It is ~~dis~~ e for the Co p ny to disc ose in its nnu report hether it h s est ished o rd of directors perfor nce ssess ent methods nd to disc ose the e cution st tus of the nnu o rd of directors perfor nce ssess ent ith n e p n tion out the nner of ssess ent

If the Co p ny s o rd of directors perfor nce ssess ent is perfor ed y n e tern institution or e xpert the n e of the e tern ssess ent institution or e xpert nd st te ent out the e xpert s e xpertise sh e disc osed in the nnu report It sh so e st ted s to hether or not such e tern institution or e xpert h s usiness de ings ith the Co p ny nd hether or not they re independent

Artic e M nner of Disc osure

The perfor nce ssess ent methods est ished y the Co p ny sh e fu y disc osed in the M r et O serv■ tion Post Syste nd the e site of the Co p ny for consu t tion

Artic e I p e ent tion

These Methods re i p e ented fo o ing discussions nd pprov y the o rd of directors The s e sh e pp ic e in c se of end ent

These Methods ere est ished on nnu ry The first end ent s de on Octo er