

2023 Performance Evaluation of Board of Directors

The results of the Board of Directors' performance evaluation for 2023 were presented to the Board of Directors on February 27, 2024, together with the proposal on improvement measures, which were used as a reference for individual director's compensation and nomination for reappointment. The overall average score of the board performance self-evaluation was 4.91 points (out of 5 points), and the overall average score of individual board members' performance self-evaluation was 4.59 points (out of 5 points), indicating that the Board of Directors is functioning well. In addition, we completed the Audit Committee's, Remuneration Committee's, and the ESG Committee's performance self-evaluations, and the evaluation results all reached 4.50 points (out of 5 points), indicating that the Company's functional committees are functioning and operating well. The evaluation scope, method, and content are as follows:

Evaluation Cycle	Once a year		
Evaluation Period	2023.05.31~2023.12.31(The evaluation period is less than one year due to a Board of Directors re-election.)		
Scope of Evaluation	<ol style="list-style-type: none"> 1. Board performance evaluation 2. Board members' performance evaluation 3. Audit Committee 4. Remuneration Committee 5. ESG Committee 		
Evaluation Method	Internal self-evaluation		
Evaluation Items	<p>The board performance evaluation covers six major aspects:</p> <ol style="list-style-type: none"> 1. Involvement in the Company's operations 2. Improvement to the quality of decision-making by the board 3. Composition and structure of the Board of Directors 4. Directors' election and continuing education 5. Internal control 6. Focus on sustainable management (ESG) 	<p>The board members' performance evaluation covers six major aspects:</p> <ol style="list-style-type: none"> 1. Understanding of the Company goals and tasks 2. Awareness of directors' responsibilities 3. Involvement in the Company's operations 4. Internal relationship management and communication 5. Directors' professionalism and continuing education 6. Internal control 	<p>Functional committees' performance evaluation covers:</p> <ol style="list-style-type: none"> 1. Involvement in the Company's operations 2. Awareness of functional committee members' responsibilities 3. Improvement to the quality of decision-making by functional committees 4. Composition of functional committees and selection of members 5. Internal control (Audit Committee Only)