

Remuneration Committee Performance Evaluation Mechanism

1. The Company has established a performance evaluation system for the Board of Directors, and the Board of Directors also resolved to approve "Rules for Performance Evaluation of Board of Directors" on March 27, 2018, which was last revised to November 12, 2020 by the Board of Directors. The performance evaluation of the internal board of directors (including the functional committee) shall be conducted once a year; The performance evaluation of the external board (including the functional committee) shall be conducted at least every three years. It is conducted once a year by an independent organization of external professionals or a team of external experts and scholars.
2. The criteria in the performance evaluation of Remuneration Committee include the following four aspects:
 - (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;
3. At the end of January, the questionnaire will be collected and the results of the evaluation will be compiled according to the contents of each evaluation and submitted to the Board of Directors for review and improvement.
4. The Company completed the performance evaluation of the Audit Committee in January 2023 and the report on the results of the evaluation was submitted on March 27, 2023 Board of Directors.
5. The results of the criteria and evaluation in 2022 were:

The criteria	Score (Note).	Result of evaluation
Participation in the operation of the company	5	Remuneration Committee has assessed the results of its own assessment and the average score of the four aspects has reached 5 points, indicating that the Company's Remuneration Committee is operating well.
Awareness of the duties of the functional committee	5	
Improvement of quality of decisions made by the functional committee	5	
Makeup of the functional committee and election of its members	5	

Note: The score is expressed in the range of 0 ~ 5 points , and the full score is 5 points.

6. The results of the performance evaluation of the Board as a reference basis for the selection or nomination of the Directors; and the results of the performance evaluation of the members of the Board and the Functional Committee shall be used as the reference basis for determining their individual salary returns.