

Compensation Committee Performance Evaluation Mechanism

1. Information on the evaluation cycle and period, evaluation scope, method, and evaluation content for the self-assessment of Compensation Committee members:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Implemented once a year	January 1, 2025 to December 31, 2025	Compensation Committee	Committee members self-evaluation	1. Extent of participation in company operations 2. Understanding of committee responsibilities 3. Improvement of quality of decisions made by the functional committee. 4. Committee composition and member selection

2. Evaluation procedures : The Conference Affairs unit is in charge of this evaluation, which is conducted in the form of questionnaires. The questionnaires are uniformly collected at the end of January every year, then the evaluation content is compiled into an evaluation results report and submitted to the Board meeting of the first quarter.
3. The results of the internal evaluation are as follows :

Performance evaluation of the Compensation Committee		
Evaluation aspect	Score (note)	Evaluation result
Extent of participation in company operations	5	The self-evaluation results of the Compensation Committee showed that the average score in the four major aspects reached 5 points, indicating that the operation of the Compensation Committee was sound.
Understanding of committee responsibilities	5	
Improvement of quality of decisions made by the functional committee	5	
Committee composition and member selection	5	

Note: The evaluation score is expressed as a range of 0–5 points, with 5 points being the maximum.