

2024 The Board of Directors' Performance Evaluation

To implement corporate governance and enhance the Company's board functions, and to set forth performance objectives to improve the operation efficiency of the board of directors, "Rules for Performance Evaluation of Board of Directors" is established on May 9, 2019 pursuant to Article 37 of GSD's Corporate Governance Practice Principles, and evaluate the Company's board performance every year. The Company's board evaluation scope covers the evaluation of the board as a whole, individual directors and functional committees.

Methods of evaluations :

According to GSD's Rules for Performance Evaluation of Board of Directors, methods of evaluations include the internal evaluation of the board, self-evaluation by individual board members, peer evaluation, and evaluation by appointed external professional institutions, experts, or other appropriate methods. The 2024 performance appraisal would be implemented by seven current directors filling out the self-assessment questionnaire, and then aggregated by the corporate government personnel.

Frequency and period of evaluations :

The Company's board of directors shall conduct an internal board performance evaluation according to the articles 6 and 8 of Rules for Performance Evaluation of Board of Directors. Internal board performance evaluations shall be completed before the end of the first quarter of the following year. The period of 2024 evaluations is from 2024/1/1 to 2024/12/31.

Results of Evaluations :

The results of performance evaluation in 2024 are as follows:

A. Board of Directors performance - include 45 assessment indexes, the average score for each index is between 4.41 and 4.67 points (full score is 5)

Evaluation Content	Score
Participation in the operation of the Company	4.62
Improve the decision-making quality of the board of directors	4.61
Composition and structure of the board of directors	4.67
Directors' selection and continuing education	4.51

Internal Control	4.41
Average Score	4.56

B. Individual director performance - include 23 assessment indexes, the average score for each index is between 4.63 and 4.78 points (full score is 5)

Evaluation Content	Score
Master the Company's objectives and tasks	4.75
Recognition of directors' responsibilities	4.78
Participation in the operation of the Company	4.70
Internal relationship management and communication	4.63
Directors' selection and continuing education	4.72
Internal Control	4.66
Average Score	4.71

C. Functional Committee Performance - include 22 assessment indexes for Audit Committee and 19 indexes for Remuneration Committee, the average score for each index is between 4.67 and 4.75 points (full score is 5)

Evaluation Content	The Audit Committee	Remuneration Committee
Participation in the operation of the Company	4.75	4.75
Recognition of functional Committees' responsibilities	4.67	4.67
Improve the decision-making quality of the board of directors	4.67	4.67
Composition of the committee and members' selection	4.67	4.67
Internal Control	4.67	-
Average Score	4.68	4.69

Suggestions and Improvements :

Regarding the talent training and development planning for key positions in the company, it is recommended to include it as one of the items to be discussed and tracked by the board of directors.