

Report on the 2024 Board Performance Evaluation

The Company conducted its 2024 board performance evaluation, covering (i) the Board of Directors as a whole, (ii) individual directors, and (iii) the functional committees, including the Audit Committee and the Compensation Committee. The results of the internal evaluation and self-assessments are summarized below.

Evaluation Period

January 1, 2024 to December 31, 2024.

Evaluation Criteria for the Board of Directors

The performance of the Board was assessed across five dimensions:

1. Participation in the Company's business and oversight responsibilities.
 2. Enhancement of decision-making quality.
 3. Board composition and structure.
 4. Director selection, development, and ongoing education.
 5. Effectiveness of internal control oversight.
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Evaluation Criteria for Individual Directors

Individual director performance was assessed across six dimensions:

1. Understanding of the Company's objectives and strategic priorities.
 2. Clarity of role and responsibilities.
 3. Participation in the Company's business and board activities.
 4. Management of internal relationships and communication.
 5. Professional competence and commitment to continuing education.
 6. Oversight of internal controls.
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Evaluation Criteria for the Functional Committees

The Audit Committee and the Compensation Committee were evaluated across five dimensions:

1. Participation in the Company's business and oversight responsibilities.
 2. Understanding of committee roles and responsibilities.
 3. Enhancement of committee decision-making quality.
 4. Committee composition and member selection.
 5. Oversight of internal controls.
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Rating Scale

The Board and each committee conducted their respective evaluations using a four-tier rating scale:

- **90 and above:** Excellent
 - **80–89:** Good
 - **70–79:** Satisfactory
 - **Below 69:** Needs Improvement
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Summary of the 2024 Evaluation Results

- Board of Directors – Overall Self-Assessment: **Excellent**
- Individual Directors – Overall Self-Assessment: **Excellent**
- Audit Committee – Overall Self-Assessment: **Excellent**
- Compensation Committee – Overall Self-Assessment: **Excellent**

The 2024 evaluations for the Board of Directors, individual directors, and both functional committees all achieved an **"Excellent"** rating, with **no material recommendations for improvement**. The results were reported to the Board at the meeting held on **February 27, 2025**.