



ALLTOP TECHNOLOGY

Board and Compensation Committee  
Performances Evaluation of 2024

**2025/1/17**

# Preface

- **Basis** : Zheng-Quei-Jeng Letter No. 10900582661 of TPEx issued the revised Sample Template of "Rules for Performance Evaluation of Board of Directors", which is also the company's "Performance Evaluation Procedures of the Board of Directors".
- **Evaluation Cycle** : Complete the performance evaluation of the previous year before the end of the first quarter of each year
- **Evaluation Period** : 2024/01/01~2024/12/31
- **Evaluation Scope** : Overall Board of Directors, Individual Director Members, Remuneration Committee and Audit Committee
- **Evaluation Method** : Self-Performance Evaluation of the Board of Directors, Self-Performance Evaluation of Board Members, Self-Performance Evaluation of the Remuneration Committee and Audit Committee
- **Execution Unit** : The Deliberative Unit of the Board of Directors



# Scoring Criteria

- The scoring criteria for each "evaluation index" of the self-evaluation questionnaire are:

Score	Explanation
1	Extremely bad (strongly disagree)
2	Bad (disagree)
3	Average(ordinary)
4	Good (agree)
5	Excellent (strongly agree)

- The average scores of all "evaluation indicators" are calculated and quantified into five "evaluation result" levels based on the average scores as follows:

Score	Results
0~1.4	Extremely bad
1.5~2.4	Bad
2.5~3.4	Average
3.5~4.4	Good
4.5~5	Excellent



# 評估程序

- The executive unit collects information related to board of directors activities and distributes and fills in:
  - Annex 1 「 the Questionnaire of Self-Performance Evaluation of the Board 」
  - Annex 2 「 the Questionnaire of Self-Performance Evaluation of Board Members 」
  - Annex 3 「 the Questionnaire of Self-Performance Evaluation of the Remuneration Committee 」
  - Annex 4 「 the Questionnaire of Self-Performance Evaluation of the Audit Committee 」
  - Annex 5 「 the Questionnaire of Self-Performance Evaluation of the ESG Committee 」
  
- After the executing unit collects the data, this evaluation report will be prepared based on the scoring standards of the evaluation indicators. It is submitted to the remuneration committee and the board of directors for report and review improvements on January 17, 2025.



# Results 1

Scope	Evaluation Aspect	Score	Result
Overall Board of Directors (Annex 1)	<ol style="list-style-type: none"> <li>1. Level of involvement in the company operations</li> <li>2. Enhancing the Board of Directors' decision-making quality</li> <li>3. Composition and structure of the Board of Directors</li> <li>4. Election of directors and continuing education training</li> <li>5. Internal control</li> </ol>	4.88	Excellent
Individual Board Members (Annex 2)	<ol style="list-style-type: none"> <li>1. Mastery of the company goals and tasks</li> <li>2. Recognition of board of directors' duty</li> <li>3. Level of involvement in the company operations</li> <li>4. Internal relationship management and communication</li> <li>5. Professional of directors and continuing education training</li> <li>6. Internal control</li> </ol>	4.88	Excellent
Remuneration Committee (Annex 3)	<ol style="list-style-type: none"> <li>1. Level of involvement in the company operations</li> <li>2. Recognition of the Functional Committee's duty</li> <li>3. Enhancing the Functional Committee's decision-making quality</li> <li>4. Composition of the Functional Committee and member election</li> </ol>	4.98	Excellent
Audit Committee (Annex 4)	<ol style="list-style-type: none"> <li>1. Level of involvement in the company operations</li> <li>2. Recognition of the Functional Committee's duty</li> <li>3. Enhancing the Functional Committee's decision-making quality</li> <li>4. Composition of the Functional Committee and member election</li> <li>5. Internal control</li> </ol>	4.94	Excellent
ESG Committee (Annex 5)	<ol style="list-style-type: none"> <li>1. Level of involvement in the company operations</li> <li>2. Recognition of the Functional Committee's duty</li> <li>3. Enhancing the Functional Committee's decision-making quality</li> <li>4. Composition of the Functional Committee and member election</li> </ol>	4.94	Excellent



# Results 2

- Summary Notes : The company's 2024 board of directors performance evaluation, the average score of the Overall Board of Directors is 4.88 points, and the evaluation result is excellent. The average score of Individual Director Members is 4.88 points , and the evaluation result is excellent. The average score of the Remuneration Committee is 4.98 points, and the evaluation result is excellent. The average score of the Audit Committee is 4.94 points, and the evaluation result is excellent. . The average score of the ESG Committee is 4.94 points, and the evaluation result is excellent.
- Application of Evaluation Results : the results of this evaluation will be used as a reference for selecting or nominating directors in the future; the results of the performance evaluation of individual directors will be used as a reference for setting their individual remuneration.
- Each evaluation aspect and evaluation index will be reviewed and improved in a timely manner based on the company's actual operational needs and relevant regulations, with a view to continuously optimizing the operational effectiveness of the board of directors and implementing the spirit of corporate governance.



THE END

