

# Chung Hsin Electric & Machinery Manufacturing Corp.

## Board of Directors Performance Evaluation Results 2024

1. Basis: The Company's "Guidelines for Evaluation of the Performance of Board of Directors."
2. Evaluation cycle: The Board of Directors of the Company shall conduct an internal evaluation of its performance at least once a year.
3. Assessment period: 1/1/2024 to 12/31/2024.  
- Director Ching-Chung Lin (self-assessment): January 10, 2024 to December 31, 2024
4. Scope of evaluation: Including the performance evaluation of the Board of Directors as a whole, individual board members and functional committees.
5. Evaluation methods: including self-assessment of the Board's operational performance, self-assessment of the board members' performance and self-assessment of the functional committees' operational performance, each of which will be evaluated by the Board of Directors and the functional committees.

The criteria for evaluating the assessment items (indicators) are: Excellent (5), Good (4), Satisfactory (3), Fair (2), and Needs Improvement (1).

6. Evaluation: The results of the internal performance evaluation of the Board of Directors for 2024 were presented to the 13<sup>th</sup> meeting of the 24<sup>th</sup> Board of Directors of the Company held on March 5, 2025.

### The results of the evaluation are summarized below:

1. Self-assessment of the Board's operational performance:

The Board's performance indicators consist of five major aspects and a total of 45 indicators. The self-assessment results show 39 "Excellent (5)" ratings, 5 "Good (4)" ratings and 1 "Satisfactory (3)" rating, indicating that the Board of Directors is capable of directing and supervising the Company's strategies, major operations and risk management, and has established an appropriate internal control system in compliance with the requirements of corporate governance.

Self-assessment in 5 Main Aspects	Assessment Items	Scoring Results
A. Degree of participation in the Company's operations	12 items	4.83 points
B. Enhancing the quality of board decisions	12 items	4.83 points
C. Board composition and structure	7 items	4.71 points
D. Election and continuing education of Directors	7 items	4.86 points
E. Internal control	7 items	5 points

2. Self-assessment of board members' performance:

The board members' performance indicators consist of six major aspects and a total of 23 indicators. The self-assessment results show that the directors have positively evaluated the efficiency and effectiveness of the operation of each indicator.

Self-assessment by Director Fu-Nien Chiang: "Excellent (5)" for 22 items and "Good (4)" for 1

item.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks.</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.88 points
<b>D. Internal relationship management and communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Director Ming-Xian Weng: "Excellent (5)" for 21 items, "Good (4)" for 1 item and "Fair (2)" for 1 item.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks.</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.5 points
<b>D. Internal relationship management and communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Director Hon-Ren Lin: "Excellent (5)" for 20 items and "Good (4)" for 3 items.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and task</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.63 points
<b>D. Internal relationship management and communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Director Wei-Chuan Chang: "Excellent (5)" for 19 items and "Good (4)" for 4 items.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks.</b>	3 items	4.67 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.75 points
<b>D. Internal relationship management and Communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	4.67 points

Self-assessment by Director Song-Qin Shen: "Excellent (5)" for 20 items and "Good (4)" for 3 items.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks.</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	4.67 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.88 points
<b>D. Internal relationship management and Communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	4.67 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Director Ching-Chung Lin: "Excellent (5)" for 18 items and "Good (4)" for 5 items.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	4.67 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.63 points
<b>D. Internal relationship management and communication</b>	3 items	4.67 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal controls</b>	3 items	5 points

Self-assessment by Independent Director Gene-Tzn Chen: "Excellent (5)" for 22 items and "Good (4)" for 1 item.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	4.88 points
<b>D. Internal relationship management and Communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Independent Director Sing-San Pai: "Excellent (5)" for 22 items and "Good (4)" for 1 item.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks</b>	3 items	5 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	5 points
<b>D. Internal relationship management and Communication</b>	3 items	4.67 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points
<b>F. Internal control</b>	3 items	5 points

Self-assessment by Independent Director Horng-Chi Chen: "Excellent (5)" for 22 items and "Good (4)" for 1 item.

<b>Self-assessment in 6 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Mastery of the Company's objectives and tasks</b>	3 items	4.67 points
<b>B. Recognition of Directors' duties</b>	3 items	5 points
<b>C. Degree of participation in the Company's operations</b>	8 items	5 points
<b>D. Internal relationship management and communication</b>	3 items	5 points
<b>E. Directors' professionalism and continuing education</b>	3 items	5 points

<b>F. Internal control</b>	3 items	5 points
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3. Self-assessment of the performance of the Audit Committee:

The Audit Committee's performance indicators consist of five major aspects and a total of 22 indicators. The self-assessment results show a rating of "Excellent (5)" for 22 indicators, indicating that the overall operation of the Audit Committee is sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.

<b>Self-assessment in 5 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Degree of participation in the Company's operations</b>	4 items	5 points
<b>B. Recognition of the duties of the Audit Committee</b>	5 items	5 points
<b>C. Enhancing the quality of the Audit Committee's decisions</b>	7 items	5 points
<b>D. Composition and selection of Audit Committee members</b>	3 items	5 points
<b>E. Internal controls</b>	3 items	5 points

4. Self-assessment of the operational performance of the Compensation Committee:

The performance indicators of the Compensation Committee consist of four major aspects and a total of 19 indicators. The self-assessment results show a rating of "Excellent (5)" for 19 indicators, indicating that the overall operation of the Compensation Committee is sound, in compliance with the requirements of corporate governance, and effective in enhancing the functions of the Board of Directors.

<b>Self-assessment in 5 Main Aspects</b>	<b>Assessment Items</b>	<b>Scoring Results</b>
<b>A. Degree of participation in the Company's operations</b>	4 items	5 points
<b>B. Recognition of the duties of the Compensation Committee</b>	5 items	5 points
<b>C. Enhancing the quality of the Compensation Committee's decisions</b>	7 items	5 points
<b>D. Composition and selection of members of the Compensation Committee</b>	3 items	5 points