

2022 Performance Evaluation Report of the Board of Directors and Functional Committees

- I. In order to implement corporate governance and enhance the functions of the Board of Directors, the Company will implement the performance evaluation of the Board of Directors and functional committees in 2022 in accordance with the "Self-Evaluation or Peer Evaluation of the Board of Directors".
- II. In 2022, the Company has completed the performance evaluation of the Board of Directors, Board members and functional committee members at the end of December, and 100% of the questionnaires have been returned. The evaluation scores of each questionnaire this year range from 83 to 100 points, which are still good. The Company will continue to improve and enhance its competitiveness.
- III. The 2022 performance evaluation of the Board of Directors and functional committees was submitted to the Board of Directors on February 22, 2023.

i. Board of Directors performance evaluation:

Item	Ratio	Result
1. Participation in company operations (12 questions)	30	28.2
2. Improve the quality of Board decision-making (12 questions)	30	28.7
3. Composition and structure of the Board of Directors (7 questions)	14	13.5
4. Election of Directors and continuing education (7 questions)	12	10.7
5. Internal control (7 questions)	14	13.4
Total	100	94.5

ii. Board member performance evaluation:

Item	Ratio	Result
1. Mastering company goals and tasks (3 questions)	12	11.1
2. Awareness of Directors' responsibilities (3 questions)	12	11.6
3. Participation in company operations (8 questions)	40	37.5
4. Internal relationship management and communication (3 questions)	12	11.0
5. Professional and continuing education for Directors (3 questions)	12	10.9
6. Internal control (3 questions)	12	11.5
Total	100	93.5

iii. Functional committee performance evaluation:

Item	Ratio	Result
1. Participation in company operations (4 questions)	16	16.0
2. Cognition of the responsibilities of functional committees (7 questions)	30	28.7
3. Improve the decision-making quality of functional committees (7 questions)	30	28.9
4. Composition and member selection of functional committees (3 questions)	12	11.2
5. Internal control (3 questions)	12	11.4
Total	100	96.2

IV.Responses to Future Improvements :

- i. The attendance rate of the Board's meeting in 2022 has risen to 97.4% from 89.6% in 2021. In 2023, we will continue to arrange the meeting time flexibly in accordance with the time of Directors, or invite Directors to participate in video conferences to maintain the attendance rate of Directors.
- ii. In 2023, the Company will encourage Directors to attend the Shareholders' Meeting in person or via video.
- iii. Due to the special characteristics of aircraft maintenance business, the Company has arranged for all of the new Directors, who were elected in 2021, to visit the Tainan Plant and Pingtung Plant, so that the Directors have a sufficient understanding of the characteristics and risks of the Company's industry. More tours to other plants will be arranged in 2023 when impact of the pandemic decreases.
- iv. In 2022, all Directors have taken the required hours of professional training; some of the Directors even voluntarily participated in multiple training courses. In 2023, the Company will encourage Directors to study diversified courses on sustainable development issues, and continue to provide other training course information for Directors' reference.
- v. In 2023, the Company will arrange Directors' dinners according to the changes of the pandemic situation to enhance Directors' interaction.
- vi. According to the advice of Independent Directors in 2023, meetings of functional committees have arranged separately from the Board's meeting so that Directors can have enough time to discuss relevant issues.