

2023 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 2023 in accordance with the "Self-Evaluation or Peer Evaluation of the Board of Directors".
- II. In 2023, 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 82.7 to 100 points, which are still good. The Company will continue to improve and enhance its competitiveness.
- III. The 2023 performance evaluation of the Board of Directors and functional committees was submitted to the Board of Directors on February 29, 2024.

i. Board of Directors performance evaluation:

Item	Ratio	Result
1. Participation in company operations (12 questions)	30	29.4
2. Improve the quality of Board decision-making (12 questions)	30	29.3
3. Composition and structure of the Board of Directors (7 questions)	14	13.7
4. Election of Directors and continuing education (7 questions)	12	11.3
5. Internal control (7 questions)	14	13.6
Total	100	97.3

ii. Board member performance evaluation:

Item	Ratio	Result
1. Mastering company goals and tasks (3 questions)	12	11.3
2. Awareness of Directors' responsibilities (3 questions)	12	11.6
3. Participation in company operations (8 questions)	40	38.2
4. Internal relationship management and communication (3 questions)	12	11.7
5. Professional and continuing education for Directors (3 questions)	12	11.6
6. Internal control (3 questions)	12	11.7
Total	100	96.1

iii. Functional committee performance evaluation:

Item	Ratio	Result
1. Participation in company operations (4 questions)	16	15.8
2. Cognition of the responsibilities of functional committees (7 questions)	30	28.5
3. Improve the decision-making quality of functional committees (7 questions)	30	28.1
4. Composition and member selection of functional committees (3 questions)	12	11.7
5. Internal control (3 questions)	12	11.55
Total	100	95.7

IV. Responses to Future Improvements :

- i. The attendance rate of the Board's meeting in 2023 has dropped to 90.9% from 97.4% in 2022. In 2024, 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 2024, 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. After the comprehensive re-election of Directors in 2024, the Company will arrange new Directors to visit Tainan Plant and other plants based on the needs of the Directors, so that the Directors have a sufficient understanding of the characteristics and risks of the Company's industry.
- iv. In 2023, all Directors have taken the required hours of professional training; and courses on sustainability issues accounted for 58.75%. In 2024, the Company will continue to be encouraged Directors to study diversified courses on sustainable development issues, and continue to provide other training course information for Directors' reference.
- v. All functional committees in 2024 will meet on a separate date before the Board's meeting so that Directors can have enough time to discuss relevant issues.