

2025 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 conducted the 2025 performance evaluation of the Board of Directors and functional committees based on the "Self-Evaluation or Peer Evaluation of the Board of Directors". This evaluation was conducted internally using a questionnaire.
- II. The Chairman's Office of the Company completed the 2025 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 78.1 to 100 points, which are still good. The Company will continue to improve and enhance its competitiveness.
- III. The 2025 performance evaluation of the Board of Directors and functional committees was submitted to the Board of Directors on March 4, 2026.

i. Board of Directors performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (12 questions)	30	29.3	29.1
2. Improve the quality of Board decision-making (12 questions)	30	29.6	29.7
3. Composition and structure of the Board of Directors (7 questions)	14	13.9	13.8
4. Election of Directors and continuing education (7 questions)	12	11.8	11.9
5. Internal control (7 questions)	14	13.8	13.8
Total	100	98.3	98.3

ii. Board member performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Mastering company goals and tasks (3 questions)	12	11.8	11.8
2. Awareness of Directors' responsibilities (3 questions)	12	11.9	11.9
3. Participation in company operations (8 questions)	40	38.3	38.9
4. Internal relationship management and communication (3 questions)	12	11.6	11.2
5. Professional and continuing education for Directors (3 questions)	12	11.7	11.8
6. Internal control (3 questions)	12	11.8	11.9
Total	100	97.1	97.5

iii. Audit Committee performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (4 questions)	16	16.0	16.0
2. Cognition of the responsibilities of Audit Committee (5 questions)	30	29.7	29.7
3. Improve the decision-making quality of Audit Committee (7 questions)	30	30.0	30.0
4. Composition and member selection of Audit Committee (3 questions)	12	12.0	12.0
5. Internal control (3 questions)	12	11.8	11.8
Total	100	99.5	99.5

iv. Remuneration Committee performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (4 questions)	16	16.0	16.0
2. Cognition of the responsibilities of Remuneration Committee (5 questions)	30	29.7	29.4
3. Improve the decision-making quality of Remuneration Committee (7 questions)	30	30.0	29.8
4. Composition and member selection of Remuneration Committee (3 questions)	12	12.0	12.0
5. Internal control (2 questions)	12	12.0	12.0
Total	100	99.7	99.2

v. Risk Management Committee performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (4 questions)	16	16.0	16.0
2. Cognition of the responsibilities of Risk Management Committee (3 questions)	30	29.0	29.5
3. Improve the decision-making quality of Risk Management Committee (7 questions)	30	29.8	29.8
4. Composition and member selection of Risk Management Committee (3 questions)	12	11.8	12.0
5. Internal control (2 questions)	12	12.0	12.0
Total	100	98.6	99.3

vi. Nomination Committee performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (4 questions)	16	15.8	-
2. Cognition of the responsibilities of Nomination Committee (3 questions)	30	29.3	-
3. Improve the decision-making quality of Nomination Committee (7 questions)	30	30.0	-
4. Composition and member selection of Nomination Committee (3 questions)	12	11.7	-
5. Internal control (2 questions)	12	12.0	-
Total	100	98.8	-

vii. Sustainable Development Committee performance evaluation:

Item	Ratio	2025 Assessment Results	2024 Assessment Results
1. Participation in company operations (4 questions)	16	15.4	-
2. Cognition of the responsibilities of Sustainable Development Committee (3 questions)	30	28.0	-
3. Improve the decision-making quality of Sustainable Development Committee (7 questions)	30	28.7	-
4. Composition and member selection of Sustainable Development Committee (3 questions)	12	11.0	-
5. Internal control (2 questions)	12	11.4	-
Total	100	94.5	-

IV. Responses to Future Improvements:

- i. The attendance rate of the Board's meeting in 2025 has decreased to 90.91% from 91.92% in 2024. In 2026, 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 2026, 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. The Company plans to arrange a site visit to the Taichung Plant for the Board of Directors in 2026.
- iv. In 2025, all Directors have taken the required hours of professional training; and courses on sustainability issues accounted for 70.97%. In 2026, the Company will continue to encourage Directors to pursue diversified professional development in areas such as sustainable development, risk management, and legal affairs. Furthermore, the Company remains committed to providing Directors with updated information on various continuing education programs for their reference.