2025 Board performance evaluation results (internal)

CTBC Bank has established the Regulations Governing Board Performance Evaluations, approved by the Board of Directors. The Bank conducts annual internal evaluations of the performance of the Board of Directors, functional committees, and individual Board members. The evaluation results are finalized by the end of each year and reported to the Compensation Committee and the Board of Directors by the end of the first quarter of the following year.

2025 evaluation:

The performance evaluation for the Board of Directors covers the following six dimensions:

(1) participation in the Company's operations;
(2) improvement of the Board's decision-making quality;
(3) the composition and structure of the Board;
(4) the election and continuing education of directors;
(5) internal control; and
(6) attention to environmental, social, and corporate governance (ESG).

The performance evaluation for individual Board members covers the following six dimensions:

(1) understanding the Company's goals and mission and attention to ESG;
(2) understanding of director duties and responsibilities;
(3) participation in the Bank's operations;
(4) internal relations maintenance and communications;
(5) professionalism and continuing education; and
(6) internal control.

The performance evaluation for functional committees covers the following five dimensions:

(1) participation in the Bank's operations;
(2) understanding of the duties of functional committees;
(3) improvement of the quality of functional committee decision-making;
(4) organization and election of functional committee members; and

(5) internal control.

Evaluation results are classified into four levels:

- 90 points or above, or achievement rate of 90% or above: “Significantly above average”
- 80–89 points, or achievement rate of 80%–89%: “Above average”
- 70–79 points, or achievement rate of 70%–79%: “Average”
- Below 70 points, or achievement rate below 70%: “Needs improvement”

For 2025, the evaluation covered the overall Board of Directors, individual Board members, and all functional committees. The evaluation period was Jan. 1, 2025, to Dec. 31, 2025. All evaluation results were “significantly above average” and submitted to the Board for approval on Jan.28, 2026.

The Board evaluation results serve as a reference for future director nominations and reappointments by the parent holding company. Individual director evaluation results serve as a basis for determining their respective compensation.