Methods to Evaluate Performance of the Board of Directors

Artic e Purpose and Basis of Esta ish ent

These Methods are esta ished in accordance ith the Corporate Go ernance Best Practice Princip es for T SE TPE Listed Co panies in order to put corporate go ernance into practice upgrade the functions of the oard of directors of the Co pany and esta ish perfor ance targets to reinforce operating efficiency of the oard of directors

Artic e Co p iance Regu ations

The ain assess ent cyc e assess ent period assess ent scope and anner assess ent e ecution unit assess ent procedure and other atters of co p iance in re ation to the perfor ance assess ent of the oard of directors of the Co pany sha e go erned y these Methods

The procedures for each functiona co ittee ay e inc uded in the scope of interna co ittee perfor ance assess ent to e conducted at east once a year

Artic e Assess ent Cyc e and Period

The oard of directors of the Co pany sha conduct interna oard of directors perfor ance assess ent in accordance ith the assess ent procedure and assess ent ench ar s pro ided in these Methods e ery year

The perfor ance of the oard of directors of the Co pany sha e assessed y an e terna professiona and independent institution or a tea of e terna e perts and scho ars at east once e ery years

The resu ts of interna and e terna oard of directors perfor ance assess ents sha e co p eted efore the end of the first quarter of the fo o ing year

Artic e 4 Assess ent Scope and Manner

The scope of assess ent of the oard of directors of the Co pany inc udes perfor ance assess ent of the o era oard of directors indi idua oard e ers and functiona co ittees

The anner of assess ent ay inc ude interna se f assess ent y the oard of directors se f assess ent y e ers of the oard of directors peer assess ent assess ent y e terna professiona institutions and e perts and other proper anners

Artic e Assess ent E ecution nit

The e ecution unit for interna assess ent of the perfor ance of the oard of directors of the Co pany sha ha e a c ear understanding of the operating status of the assessed unit and sha pay a fair o jecti e and independent ro e

The e ecution unit for the assess ent of functiona co ittees ay e adjusted ased on the depart ent organization of the Co pany and the assess ent ay e perfor ed y different e ecution units due to the difference in the operating situation of each functiona co ittee Such e ecution unit sha e fair o jecti e and sha e a person or unit ithout any direct interest in the operation of the assessed unit If the Co pany has a corporate go ernance co ittee or no ination co ittee co posed of independent directors it is ad isa e for such co ittee to e the e ecution unit of such assess ent

Artic e Assess ent Procedure

The assess ent procedure for the perfor ance of the oard of directors of the Co pany is as fo o s

- Confir the assessed unit assess ent period and scope for the current year such as o era oard of directors indi idua oard e ers each functiona co ittee etc
- Confir the assess ent anner such as interna se f assess ent y the oard of directors se f assess ent o n assess ent or peer assess ent y oard e ers peer assess ent assess ent y e terna professiona institution or e pert etc
- Se ection of proper assess ent e ecution unit
4. Each assess ent unit i co ect infor ation re ated to the acti ities of the oard of directors and issue re e ant se f assess ent questionnaires to e co p eted After a infor ation is co ected y the conso idating e ecution unit or the secretariat of the oard of directors a report sha e prepared sho ing assess ent resu ts ased on the scoring standards fro assess ent ench ar s under these Methods and su itted to the oard of directors for re ie and i pro e ent

Artic e 7 E terna Professiona Institution and E pert

The e terna assess ent institution or the tea of e terna e perts and scho ars arranged y the Co pany to perfor oard of directors perfor ance assess ent sha co p y ith the fo o ing

- E terna assess ent institution or tea of e perts and scho ars sha e professiona and independent
- E terna assess ent institutions sha e ain y institutions or anage ent consu ting co panies pro iding re e ant ser ices such as educationa training progra s for oard of directors and corporate go ernance i pro e ent ser ices
- A tea of e terna e perts and scho ars sha hire at east e perts or scho ars in the do ain of oard or corporate go ernance to assess the e ecution status of the

perfor ance assess ent of the o ard of directors of the Co p any and to prep are an e tern a assess ent ana ysis report

Artic e Assess ent Bench ar and Scoring Standards

The Co p any sh a est a ish a o ard of directors perfor ance assess ent e a u ation ite s in consider ation of the Co p any s situ ation and needs hich sh a inc ude at e ast the fo o ing aspects

Le e of p articip ation in the oper ation of the Co p any

I pro e ent of the qu a ity of o ard decisions

Co position and structure of the o ard of directors

4 Se ection and continued e arning of directors

Intern a contro

E a u ation ite s for se f or peer perfor ance assess ent of the o ard e ers sh a inc ude at e ast the fo o ing aspects

nderst anding of the Co p any s o jecti es and issions

A areness of directors duties

Le e of p articip ation in the oper ations of the Co p any

4 Intern a re ationship oper ations and co unic ations

Directors profession a is and continued e arning

Intern a contro

E a u ation ite s for the perfor ance assess ent of function a co ittees sh a inc ude at e ast the fo o ing aspects

Le e of p articip ation in the oper ations of the Co p any

A areness of the duties of function a co ittees

I pro e ent of the qu a ity of decisions y the function a co ittees

4 Co position of function a co ittees and se ection of e ers

Intern a contro

Bench ar s of o ard of directors perfor ance assess ent sh a e consistent ith the oper ations and needs of the Co p any and sh a e fit as contents for the Co p any s e ecution of perfor ance assess ent Such ench ar s sh a e re ie ed and suggestions sh a e proposed regu ar y

Scoring st and ards sh a e adjusted and a ended in accord ance ith the Co p any s needs Scoring ay a so e eighted ased on arious e a u ation aspects

Artic e 9 ti iz ation of Assess ent Resu ts

The resu ts of the perfor ance assess ent on the o ard of directors of the Co p any sh a e used as reference for se ection or no in ation of directors The o ard perfor ance assess ent resu ts i a so e used as reference in the deter in ation of sa ary re uneration

Artic e Annua Report Infor ation Disc osure

It is ad is a e for the Co pany to disc ose in its annua report hether it has esta ished oard of directors perfor ance assess ent ethods and to disc ose the e ecution status of the annua oard of directors perfor ance assess ent ith an e p anation a out the anner of assess ent

If the Co pany s oard of directors perfor ance assess ent is perfor ed y an e terna institution or e pert the na e of the e terna assess ent institution or e pert and a state ent a out the e pert s e pertise sha e disc osed in the annua report It sha a so e stated as to hether or not such e terna institution or e pert has usiness dea ings ith the Co pany and hether or not they are independent

Artic e Manner of Disc osure

The perfor ance assess ent ethods esta ished y the Co pany sha e fu y disc osed in the Mar et O ser ation Post Syste and the e site of the Co pany for consu tation

Artic e I p e entation

These Methods are i p e ented fo o ing discussions and appro a y the oard of directors The sa e sha e app ica e in case of a end ent

These Methods ere esta ished on anuary 7 The first a end ent as ade on 9 Octo er 9