

# Formosa Saint Jose Corp.

## Board of Directors Performance Evaluation Procedures

### Article 1 (Purpose and Legal Basis)

To enhance corporate governance and improve the functioning of the Board of Directors, and to establish performance objectives to strengthen the efficiency of board operations, these Procedures are hereby formulated in accordance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, for compliance purposes.

The Company shall, with reference to these Procedures and relevant regulations, establish a Board of Directors Performance Evaluation System, and may separately formulate appropriate evaluation methods for different evaluation units.

### Article 2 (Governing Principles)

The performance evaluation system for the Company's Board of Directors, including the primary evaluation cycle, evaluation period, scope and methods, executing unit, evaluation procedures, and other matters to be observed, shall be conducted in accordance with these Procedures.

The charters of each functional committee shall incorporate provisions requiring the performance of an internal committee performance evaluation at least once per year.

### Article 3 (Evaluation Cycle and Period)

The Company's Board of Directors shall conduct an internal performance evaluation of the Board annually in accordance with the evaluation procedures and indicators set forth in Articles 6 and 8 hereof.

The implementation of the Board performance evaluation shall be conducted by an external professional independent institution or a team of external experts and scholars at least once every three years.

The results of both internal and external Board performance evaluations shall be completed before the end of the first quarter of the following year.

### Article 4 (Scope and Methods of Evaluation)

The scope of the performance evaluation of the Company' s Board of Directors includes the overall Board, individual Board members, and the functional committees.

The methods of evaluation may include internal self-assessment by the Board, self-assessment by individual Directors, peer evaluations, engagement of external professional institutions or experts, or other appropriate means of performance assessment.

#### Article 5 (Units Responsible for Conducting Evaluations)

The unit responsible for conducting internal Board of Directors performance evaluations shall have a clear understanding of the operations of the unit being evaluated and must act in a fair, objective, and independent manner.

For the evaluation of functional committees, since the operations of each committee may differ, the responsible evaluation unit may be adjusted according to the company' s departmental structure. The designated evaluation unit must act fairly and objectively and should consist of personnel or units that have no direct interests or conflicts with the operations of the unit being evaluated.

#### Article 6 (Evaluation Procedure)

The performance evaluation procedure for the Company' s Board of Directors is as follows:

1. Determine the units, period, and scope of evaluation for the year (e.g., the entire Board, individual directors, functional committees, etc.).
2. Determine the evaluation methods (e.g., internal self-assessment by the Board, self-assessment or peer assessment by directors, peer evaluations, engagement of external professional agencies, expert evaluations, etc.).
3. Select appropriate units responsible for conducting the evaluations.
4. Each evaluation unit collects information related to Board activities and distributes the relevant self-assessment questionnaires, including Appendix 1 "Board Performance Evaluation Self-Assessment Questionnaire," Appendix 2 "Director Performance Evaluation Self-Assessment Questionnaire," and Appendix 3 "Functional Committee Performance Evaluation Self-Assessment Questionnaire." The collected data are consolidated by the coordinating

evaluation unit or the Board Secretariat. Based on the scoring criteria specified in Article 8, the evaluation results are recorded, and a report is submitted to the Board for review and improvement.

#### Article 7 (External Professional Agencies and Experts)

When the Company arranges for external agencies or expert teams to conduct the Board of Directors' performance evaluation, the following requirements shall be met:

1. The external evaluation agencies or expert teams must possess professionalism and independence.
2. External evaluation agencies primarily refer to organizations or management consulting firms that conduct training courses related to Boards of Directors, provide corporate governance enhancement services, or other related services.
3. An external expert team should consist of at least three experts or scholars in the fields of Boards of Directors or corporate governance. They are responsible for evaluating the implementation of the Company's Board performance evaluation and preparing an external evaluation analysis report.

#### Article 8 (Evaluation Indicators and Scoring Criteria)

The Company shall establish measurement items for evaluating the performance of the Board of Directors based on the Company's circumstances and needs. At a minimum, the evaluation shall cover the following five areas:

1. Level of participation in the Company's operations.
2. Enhancement of the quality of Board decision-making.
3. Composition and structure of the Board.
4. Selection of Directors and continuous professional development.
5. Internal control.

The measurement items for the performance evaluation of individual directors (self-evaluation or peer evaluation) shall include at least the following six aspects:

1. Understanding of the Company's objectives and missions.
2. Awareness of directors' duties and responsibilities.
3. Level of participation in the Company's operations.
4. Management of internal relationships and communication.

5. Directors' professional competence and continuing education.
6. Internal control.

The measurement items for the performance evaluation of functional committees shall include at least the following five aspects:

1. Level of participation in the Company's operations.
2. Understanding of the duties and responsibilities of the functional committees.
3. Enhancement of the quality of decision-making by the functional committees.
4. Composition of the functional committees and selection of their members.
5. Internal control.

The performance evaluation indicators of the Board of Directors shall be formulated based on the Company's operations and needs, so as to be appropriate and applicable for the implementation of performance evaluations, and shall be periodically reviewed and recommendations made by the Remuneration Committee.

The scoring standards may be revised and adjusted in accordance with the Company's needs, and weighted scoring may also be applied according to each evaluation dimension.

#### Article 9 (Application of Evaluation Results)

The performance evaluation results of the Company's Board of Directors shall serve as a reference for the selection or nomination of directors, and the performance evaluation results of individual directors shall be used as a reference for determining their respective remuneration.

#### Article 10 (Disclosure in the Annual Report)

The Company shall disclose in its annual report the implementation of the Board of Directors' performance evaluation conducted each year. The disclosure shall at least include the evaluation cycle, evaluation period, evaluation scope, evaluation methods, and evaluation content.

If the Company engages an external institution or experts to conduct the Board of Directors' performance evaluation, the annual report shall also disclose the external evaluation institution or experts, their team members and professional qualifications, as well as a statement of independence of the external evaluation institution or experts, and shall describe the evaluation methods, standards, and

recommendations for future improvements.

#### Article 11 (Method of Disclosure)

The performance evaluation rules established by the Company shall be fully disclosed on the Market Observation Post System (MOPS) and the Company's website for public access and reference.

#### Article 12 (Implementation)

These Procedures shall be implemented after being submitted by the Chairman to the Compensation Committee for review and then approved by the Board of Directors. The same shall apply to any amendments hereto.

#### Article 13

These Procedures were established on August 28, 2024.