

Formosa Saint Jose Corp.

Manager Performance Evaluation Procedures

Article 1: Purpose

To ensure that the company's managers execute daily operational tasks in alignment with the company's long-term business objectives and assist the company in achieving its strategic goals, this Manager Performance Evaluation Procedures is established. It aims to create a systematic and rational performance evaluation framework and process, implement manager performance assessments, and serve as a basis for salary adjustments and promotions.

Article 2: Scope of Application

The following personnel are subject to this performance evaluation:

1. General Manager and equivalents
2. Deputy General Manager and equivalents
3. Assistant General Manager and equivalents
4. Heads of the Finance Department
5. Heads of the Accounting Department
6. Other personnel responsible for company management affairs and authorized signatory rights ◦

Article 3: Performance Management of Executives

1. Setting Performance Objectives

- (1) The Chairman, based on the budget approved by the Board of Directors or other special matters, shall develop the performance evaluation items and objectives for the General Manager. After discussing and confirming with the General Manager, the overall company performance indicators for the assessment year shall be formulated. These indicators should be presented to the most recent Compensation Committee meeting following the Board's approval of the budget.
- (2) After formulating the General Manager's performance indicators, the Chairman shall complete the performance evaluation form applicable to the executives and submit it to the Compensation Committee for approval. Once approved by the Compensation Committee, the performance evaluation form shall be explained by the Chairman to the General Manager

and then filed by the Human Resources Department for record-keeping.

- (3) The General Manager shall evaluate the performance of subordinate executives using the performance evaluation forms, based on the budget approved by the Board of Directors or other special matters. After conducting a performance review meeting with each executive to confirm the results, the forms shall be submitted to the Human Resources Department for filing and record-keeping.
- (4) If the General Manager has indirectly managed executives, the performance evaluation forms of those indirectly managed executives shall be completed by their direct supervisors for each assessment item. The General Manager shall then perform a final review and confirmation. Any subsequent changes after this confirmation must still be communicated to the executives being evaluated.
- (5) If the General Manager also holds the position of Chairman, after completing the performance indicator settings on the executives' performance evaluation forms, the General Manager shall present them to the Compensation Committee for explanation. After the Compensation Committee' s review, the forms shall be filed for record-keeping.
- (6) If the executive being evaluated has any objections, they shall discuss them with their supervisor. After the supervisor confirms the evaluation content, the subsequent submission procedures shall be completed.

2. Adjustment of Performance Indicators

- (1) Each manager shall, before the end of July each year, review the achievement of performance indicators for the first half of the year and the market competitive situation. If the manager deems it necessary to adjust their individual performance evaluation form, they shall discuss it with their direct supervisor and obtain the general manager' s approval before making any changes.
- (2) If it is necessary to amend the general manager' s performance evaluation form, the relevant evaluation criteria must be re-approved by the chairman before any changes are made. For example, if a budget-related performance item needs to be changed, since the budget is set with the approval of the board of directors, the chairman must resubmit the budget

to the board for approval before the evaluation item can be adjusted according to the procedure.

- (3) The adjusted performance evaluation forms shall, after approval according to relevant procedures, be filed by the Human Resources Department for record-keeping.

3. Performance Evaluation Framework

The performance evaluation of managers serves as a reference for the following year's bonus distribution, salary adjustments, and promotions. Annual promotions (or grade advancements) of managers shall be conducted in accordance with the Performance Management Guidelines and the Employee Promotion and Rewards & Disciplinary Measures.

4. Performance Evaluation Process

- (1) Year-end evaluation for the General Manager:

At the end of each year, the Chairman conducts a performance review meeting with the General Manager based on the General Manager's performance evaluation form to assess the achievement of personal performance goals. After considering both the overall company performance and any special performance achievements, the Chairman completes the scoring for individual performance. The Chairman then presents the General Manager's performance evaluation results to the Compensation Committee. Upon the Committee's approval, the results are submitted to the Board of Directors for reference.

- (2) Year-end evaluation for managers directly reporting to the General Manager:

The General Manager conducts performance review meetings with each manager based on their respective performance evaluation forms to assess the achievement of personal performance goals. After considering both the overall company performance and special performance results, the General Manager completes the scoring for individual performance. The results are then submitted to the Chairman for approval, and the Chairman presents the evaluation outcomes to the Compensation Committee. Upon Committee approval, the results are submitted to the Board of Directors for reference.

- (3) Year-end evaluation for managers not directly reporting to the General Manager:

Their immediate supervisors conduct preliminary performance review meetings and assessments based on the managers' evaluation forms. If the immediate supervisor is not available during the evaluation, a decision may be made whether a meeting is required. The General Manager completes the final assessment. The Chairman then presents the results to the Compensation Committee for approval, after which they are submitted to the Board of Directors for reference.

(4) When the General Manager also serves as Chairman:

The General Manager completes self-assessments for their own performance evaluation form and consolidates it with other managers' evaluation results. The combined results are then presented to the Compensation Committee. After Committee review, the results are submitted to the Board of Directors for reference.

(5) Record retention:

Once the final results of the performance evaluation forms are confirmed, they are filed by the Human Resources Department and must be kept for a minimum of five years.

Article 4 (Implementation)

This procedure 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 process applies for any amendments.

Article 5

This procedure was established on August 28, 2024.