

TSC Auto ID Technology Co., Ltd.

Report on the performance evaluation results of the Board of Directors and Functional Committees in 2025

1. In order to implement company governance and enhance the functions of the company's Board of Directors and Functional Committees, the performance evaluation of the Board of Directors, individual board members, and Functional Committees will be carried out in accordance with the "Performance Evaluation Guidelines for the Board of Directors" revised by the board on November 8, 2024.
2. Evaluation period: January 1, 2025 to December 31, 2025
3. Evaluation Scope: This includes the performance evaluation of the entire Board of Directors, individual board members, the Audit Committee, and the Compensation Committee.
4. Assessment methods: include Self-assessment of the Board of Directors' operational performance, Self-assessment of board members' performance, and Self-assessment of the operational performance of the Audit Committee and Compensation Committee. The scoring criteria for each evaluation item (indicator) are categorized into five levels: 「Excellent/Strongly Agree (5), Good/Agree (4), Average/Neutral (3), Poor/Disagree (2), Very Poor/Strongly Disagree (1)」.

5. Evaluation Results:

(1) Self-evaluation of the performance of the Board of Directors:

The board performance evaluation includes five major aspects with a total of 45 indicators. The evaluation result was excellent (4.98 points), showing that the board has a high overall attendance rate, smooth communication mechanisms, and actively oversees the company's strategy, major operations, internal control systems, risk management, and sustainability issues. Overall, the board operates in a mature and stable manner and strengthens governance effectiveness through functional committees and institutionalized processes.

5 Main aspects	Item	Result
A. Level of involvement in company operations	12	5.00
B. Improving the quality of board decisions	12	5.00
C. Composition and structure of the board	7	5.00
D. Selection of directors and ongoing education	7	4.86
E. Internal control	7	5.00

(2) Self-assessment of board members' performance :

The performance evaluation indicators for board members cover six major aspects with a total of 23 indicators. The evaluation result was excellent (4.96 points), showing that the board members are diverse, professional, and independent. They have fully understand of the company's goals and responsibilities, interact well with the management team, and fully perform their decision-making and duties.

5 Main aspects	Item	Result
A. Understanding of the company's goals and mission	3	4.95
B. Awareness of the responsibilities of the Board of Directors	3	5.00
C. Degree of involvement in company operations	8	4.90
D. Management and communication of internal relationships	3	4.90
E. Expertise and continuous education of directors	3	5.00
F. Internal control	3	5.00

(3) Self-evaluation of the Audit Committee's Operational Performance:

The audit committee's performance evaluation indicators cover five major aspects with a total of 22 indicators. The evaluation result is excellent (5.00 points), indicating that the audit committee operates very well overall. The independent directors effectively carry out their oversight role, fulfilling their supervisory responsibilities on financial reporting, regulatory compliance, risk management, and audit matters, and effectively performing their functions.

5 Main aspects	Item	Result
A. Level of participation in company operations	4	5.00
B. Understanding of the responsibilities of Functional Committees	5	5.00
C. Improving the quality of decision-making of Functional Committees	7	5.00
D. Composition of Functional Committees and selection of members	3	5.00
E. Internal control	3	5.00

(4) Self-assessment of the performance of the Compensation Committee:

The performance evaluation indicators of the Compensation Committee cover four main aspects with a total of 19 indicators. The evaluation result was excellent (5.00 points), showing that the Compensation Committee operates well overall and effectively fulfills its duties.

4 Main aspects	Item	Result
A. Level of participation in company operations	4	5.00
B. Understanding of the responsibilities of Functional Committees	5	5.00
C. Improving the quality of decision-making of Functional Committees	7	5.00
D. Composition of Functional Committees and selection of members	3	5.00

(5) Self-Assessment of the Sustainable Development Committee's Performance:

The performance evaluation of the Sustainable Development Committee includes four main areas with a total of 17 indicators. The assessment result was excellent (5.00 points), showing that the Sustainable Development Committee operates well overall and effectively fulfills its responsibility to assist the board in actively overseeing sustainable development.

4 Main aspects	Item	Result
A. Level of participation in company operations	4	5.00
B. Understanding of the responsibilities of Functional Committees	5	5.00
C. Improving the quality of decision-making of Functional Committees	7	5.00
D. Composition of Functional Committees and selection of members	3	5.00

6. Overall scores improved compared to the previous year, showing that the company's Board of Directors, Audit Committee, Compensation Committee, and Sustainability Committee are all performing their duties well, and that meeting operations are mature, stable, and well-organized. The results of this board performance evaluation had submitted to the 4th Compensation Committee meeting of the 6th terms on March 13, 2026 and the 6th Board meeting of the 7th terms on March 13, 2026.