

TSC Auto ID Technology Co., Ltd.

Report on the performance evaluation results of the Board of Directors and Functional Committees in 2024

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, 2024 to December 31, 2024
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 performance evaluation metrics for the Board of Directors include five major aspects, totaling 45 indicators. The evaluation results are excellent (Score: 4.96), indicating that the board effectively fulfills its responsibilities in guiding and supervising the company's strategy, major operations, internal control systems, and risk management. The overall operations are smooth and complete, meeting the requirements of corporate governance.

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	4.71
E. Internal control	7	5.00

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

The performance evaluation indicators of the Board of Directors include six major aspects and a total of 23 indicators, with an evaluation result of excellent (Score: 4.80), indicating that both General Directors and Independent Directors have a positive assessment of the efficiency and effectiveness of the company's current board operations.

6 Main aspects	Item	Result
A. Understanding of the company's goals and mission	3	4.81
B. Awareness of the responsibilities of the Board of Directors	3	4.95
C. Degree of involvement in company operations	8	4.81
D. Management and communication of internal relationships	3	4.57
E. Expertise and continuous education of directors	3	4.71
F. Internal control	3	4.90

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

The performance evaluation indicators of the Audit Committee include five major aspects, totaling 22 indicators. The evaluation result is excellent (Score: 5.00), indicating that the overall operation of the Audit Committee is mature. It fulfills its supervisory responsibilities in compliance with relevant laws and regulations, risk management, and audit matters, effectively performing its guiding and monitoring 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 include four main aspects, totaling 19 indicators. The evaluation result is excellent (Score: 5.00), indicating that the Compensation Committee operates soundly and effectively fulfills its functions.

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, the performance of the Board of Directors, the Audit Committee, and the Compensation Committee is sound and meets the requirements of corporate governance. Each committee has fulfilled its responsibilities. Our company will continue to enhance the functions of the board based on the results of this performance evaluation to improve governance effectiveness.

The results of the board's performance evaluation had submitted to the 9th Compensation Committee meeting of the 5th terms on March 14, 2025 and the 20th Board meeting of the 6th terms on March 14, 2025.