Evaluation Result of the Performance of the Board of Directors of year 2025

I. Rules of Performance Evaluation of the Board of Directors

In order to implement corporate governance and elevate the function of the Board of Directors of CHANG HWA COMMERCIAL BANK, LTD. (“the Bank”), The Rules of Performance Evaluation of the Board of Directors (“the Rules”) is adopted by the 14th meeting of the 24th term Board of Directors on December 25,2015 in accordance with Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies”, and were amended and approved by the 30th meeting of the 25th term Board of Directors on November 12,2019 ,the 5th meeting of the 26th term Board of Directors on October 20,2020 and the 32th meeting of the 26th term Board of Directors on November 10,2022 after enactment.

According to the Rules, the Bank shall conduct the Board of Directors internal performance evaluation annually according to the evaluation procedures and indicators set in the Rules, and an external evaluation conducted by independent professional institution or panel of external experts and scholars at least once every three years. The evaluation shall be completed before the end of the first quarter of the following year and the results of the evaluation shall be reported to the Board of Directors.

II. Evaluation Result of the Performance of the Board of Directors (including the Functional Committees) of year 2025

A. Evaluation scope and operations

The performance evaluation of the Bank’ s Board of Directors of year 2025 includes the entire Board of Directors, the Functional Committees (including the Audit Committee, the Remuneration Committee, the Sustainable Development Committee and the Accountability Committee), and individual members of the Board of Directors.

【Operations of the 27th term Board of Directors and Functional Committees】

27th															
Name	The Board of Directors			The Audit Committee			The Remuneration Committee			The Sustainable Development Committee			The Accountability Committee		
	Inauguration day	Attendancy	Title	Inauguration day	Attendancy	Title	Inauguration day	Attendancy	Title	Inauguration day	Attendancy	Title	Inauguration day	Attendancy	Title
Hu, Kuang-Hua	2024.08	100%	Chairperson (Convener)	-	-	-	-	-	-	2024.08	100%	Convener	2024.12	100%	Convener
Chien, Chih-Kuang	2025.04	100%	Managing Director	-	-	-	-	-	-	2025.04	66.7% (*Note*)	Committee member	2025.04	100%	Committee member
Wu, Yu-Hsueh	2023.06	100%	Managing Director (Independent Director)	2023.06	100%	Independent Director (Convener)	2023.07	100%	Convener	2023.07	100%	Committee member	2024.12	100%	Committee member
Lee, Shu-Hua	2023.06	100%	Independent Director	2023.06	100%	Independent Director	2023.07	100%	Committee member	2023.07	100%	Committee member	2024.12	100%	Committee member
Huang, Chao-Kuei	2023.06	100%	Independent Director	2023.06	100%	Independent Director	2023.07	100%	Committee member	2023.07	100%	Committee member	2024.12	100%	Committee member
Lin, Shiu-Yen	2023.06	85.71%	Director	-	-	-	-	-	-	-	-	-	-	-	-
Chang, Chien-Yi	2023.06	85.71%	Director	-	-	-	-	-	-	-	-	-	-	-	-
Lee, Wen-Siung	2023.06	100%	Director	-	-	-	-	-	-	-	-	-	-	-	-
Hsu, Jen-Chieh	2024.05	100%	Director	-	-	-	-	-	-	-	-	-	-	-	-
Chou, Chao-Chung	2023.06 (Dismissed in 2025.04)	100%	Managing Director	-	-	-	-	-	-	2023.06 (Dismissed in 2025.04)	100%	Committee member	2024.12 (Dismissed in 2025.04)	(No meetings convened during tenure)	-

Note: Attended 2 out of 3 eligible meetings.

B. Evaluation cycles and term

According to the Rules, the Bank shall conduct the internal performance evaluation annually. The evaluation period for the year 2025 was from January 1, 2025, to December 31, 2025.

C. Evaluation method

The secretariat or meeting administration unit of the Board of Directors and each functional committee shall distribute the "Board Member Performance Self-Evaluation Form" and the "Functional Committee Member Performance Self-Evaluation Form" to all directors and committee members for completion. Afterward, based on the actual operations of the Board and the committees, the respective units shall score each evaluation item on the "Board Performance Evaluation Form" and the "Functional Committee Performance Evaluation Form." The final evaluation results for all indicators shall be calculated by the meeting administration unit of the Board of Directors.

D. Evaluation content

a. Performance Evaluation of the Board of Directors

The evaluation covers 6 aspects across 50 indicators: Participation in the operation of the Bank; Improvement of the quality of the Board's decision making; Composition and structure of the Board; Election and continuing education of the director; Internal control; and ESG Implementation, furthermore, directors shall make supplementary explanations according to their specific contributions to important issues such as operating performance, ESG, Treat Customers Fairly Principles, and Digital Transformation.

b. Performance Evaluation of the Functional Committees

The evaluation covers the Functional Committees of the Bank (including the Audit Committee, the Remuneration Committee, the Sustainable Development Committee, and the Accountability Committee), spanning 5 aspects across 25 indicators: Participation in the operation of the Bank; Awareness of the duties of the functional committee; Improvement of quality of decisions made by the functional committee; Makeup of the functional committee and election of its members; and Internal control.

E. Evaluation Results

Based on the actual operation of the Board of Directors, each functional committee, and individual directors (including independent directors), the 2025 performance evaluation result are as follows:

a. The Board of Directors: "Beyond the standard"
b. Audit Committee: "Beyond the standard"
c. Remuneration Committee: "Beyond the standard"
d. Sustainable Development Committee: "Beyond the standard"
e. Accountability Committee: "Beyond the standard"
f. Individual board members: "Excellent"