Evaluation of the Board of Directors' Performance

The principles of good corporate governance for listed companies recommend that the Board of Directors and Board committees conduct regular annual self-assessments. These assessments enable the Board to jointly review its performance, improve its duties and responsibilities, and enhance the Company's overall effectiveness and efficiency. The self-assessment practices serve as a guideline for reviewing the Board's performance in accordance with established corporate governance policies, as well as for identifying issues and obstacles encountered during the past year. The evaluation should be conducted as follows:

1. The Board of Directors approves and reviews the self-assessment forms for the Board and subcommittees.
2. The Board and subcommittees conduct both collective and individual self-assessments at least once a year to support continuous improvement in performance.
3. The scoring method is standardized to allow comparison across assessment items and across different years, as follows:

0 = Strongly disagree or no action taken on the matter

1 = Disagree or minimal action taken

2 = Agree or moderate action taken

3 = Mostly agree or good level of action taken

4 = Strongly agree or excellent action taken

For the Board's self-assessment, both collective and individual assessments are conducted. The collective assessment is divided into two categories: the collective self-assessment of the Board of Directors and the collective self-assessment of subcommittees (Audit Committee / Risk Management Committee / Remuneration Committee).

The assessment results are evaluated as a percentage of the total possible score for each item, based on the following criteria:

85% and above = Excellent.

75% – 84% = Very Good.

65% – 74% = Good.

50% – 64% = Fair.

Below 50% = Needs Improvement.