

Advantech Co., Ltd.

2024 Board Performance Evaluations

Advantech has conducted internal self-evaluation and external assessments of its Board of Directors' performance in accordance with the "Procedures for Board Performance Evaluation." The company has completed the internal self-evaluation for the Board's performance for the year 2024. The evaluation scope included the overall performance of the Board, the performance of individual directors, and the performance of functional committees (Remuneration Committee, Audit Committee, and Sustainable Development Committee). The evaluation results were comprehensively reported at the seventh meeting of the fifteenth session of the Board on February 27, 2025, with detailed explanations of individual directors' suggestions and future improvement plans.

1. Evaluation Period: 2024/1/ 1 ~ 2024/12 / 31

2. Evaluation Results:

Board of Directors Performance Self-Evaluation	Board of Directors Performance Self-Evaluation
Evaluation Criteria: <ol style="list-style-type: none"> 1. Participation in the company's operations. 2. Enhancement of the quality of board decisions and control over operational risks. 3. Composition and structure of the board. 4. Selection and continuous education of directors. 5. Effectiveness of internal controls. 6. Corporate sustainability. 	Evaluation Criteria: <ol style="list-style-type: none"> 1. Grasp of company goals and missions. 2. Awareness and fulfillment of directors' duties. 3. Internal communication. 4. Professionalism and continuous education of directors. 5. Internal controls.
Evaluation Results (Figure. 1) Overall Performance: 8.33 out of 10. The evaluation result is excellent. Moving forward, the Company will continue to enhance the effectiveness of board operations by improving the quality of decision-making and risk management, optimizing board composition and structure, and strengthening board engagement and communication with the Company's operations.	Evaluation Results (Figure. 2) Overall Performance: 8.44 out of 10. The evaluation result is excellent. Going forward, the Company will continue to strengthen the effectiveness of board operations by enhancing directors' understanding of the Company's operational goals and responsibilities, reinforcing their awareness and fulfillment of duties, and promoting their engagement, communication, and professional competencies in relation to the Company's

【Figure 1: Self-assessment of the Board of Directors】

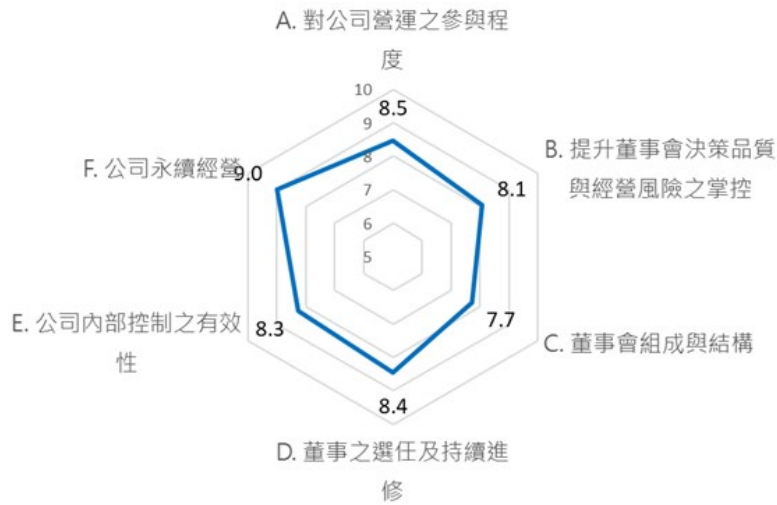


Figure translation:

- A. Participation in the operation of the company
- B. Enhancement of the quality of board decisions and control over operational risks.
- C. Composition and structure of the board.
- D. Selection and continuous education of directors.
- E. Effectiveness of internal controls.
- F. Corporate sustainability.

【Figure 2: Self-assessment by individual Directors】

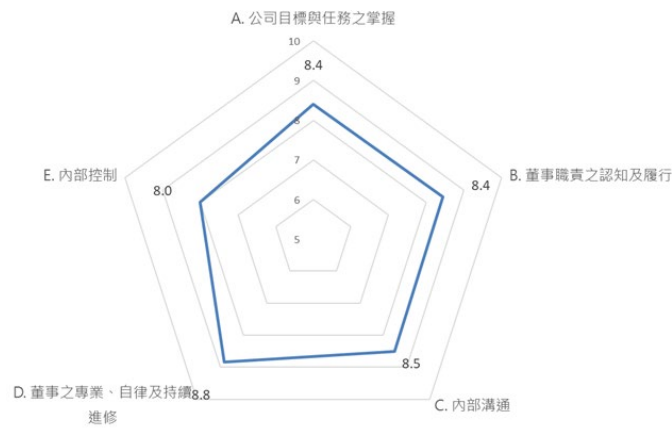


Figure translation:

- A. Grasp of company goals and missions.
- B. Awareness and fulfillment of directors' duties.
- C. Internal communication.
- D. Professionalism and continuous education of directors.
- E. Internal controls.

Functional Committees Performance Self-Evaluation

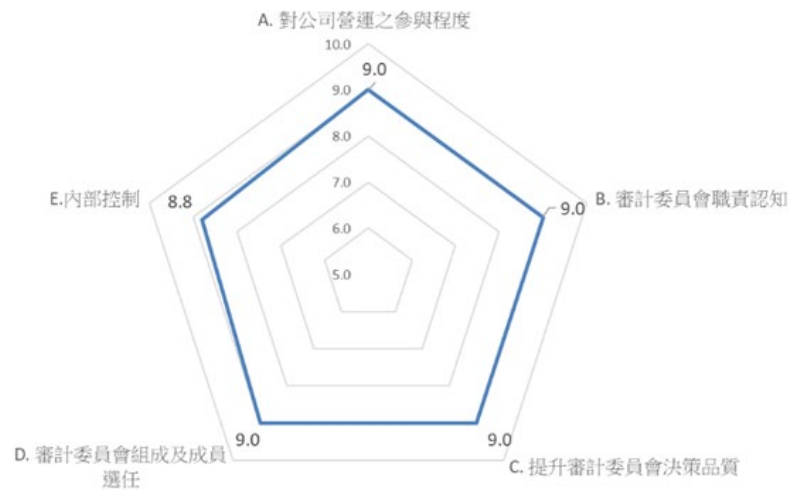
Evaluation Criteria:

1. Participation in the company's operations.
2. Awareness and fulfillment of functional committee duties.
3. Enhancement of decision-making quality.
4. Composition and selection of functional committees.
5. Internal communication.

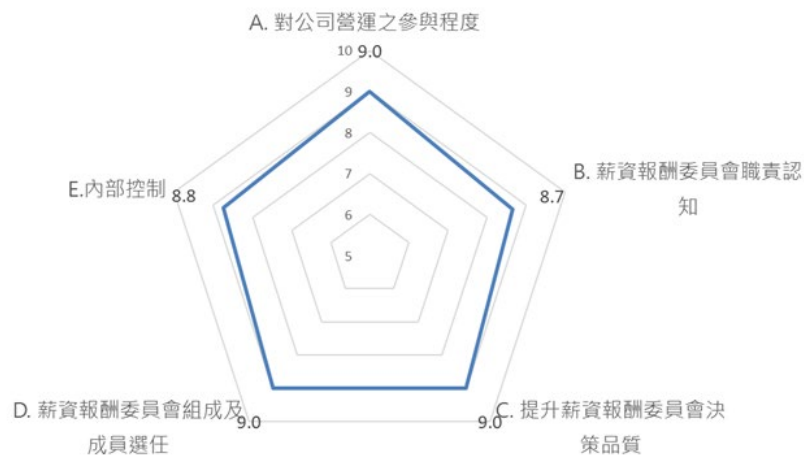
Evaluation Results (Figures 3-5):

- **Audit Committee Performance:** 8.96 out of 10
- **Remuneration Committee Performance:** 8.9 out of 10
- **Sustainable Development Committee Performance:** 8.14 out of 10
- The overall evaluation results are excellent. However, the Sustainable Development Committee, which was voluntarily established by the Board and has been operating for only one year, has room for improvement in its operational mechanisms.
- Future improvement plans include director training programs and customized suggestions, succession plans for directors and senior managers, and enhancing the composition and independence of the Sustainable Development Committee. The company will continue to advance these improvement plans to achieve the goal of sustainable operations.

【Figure 3: Self-assessment of the Audit Committees】



【Figure 4: Self-assessment of the Remuneration Committees】



【Figure 5: Self-assessment of the Sustainable Development Committee (SDC)】

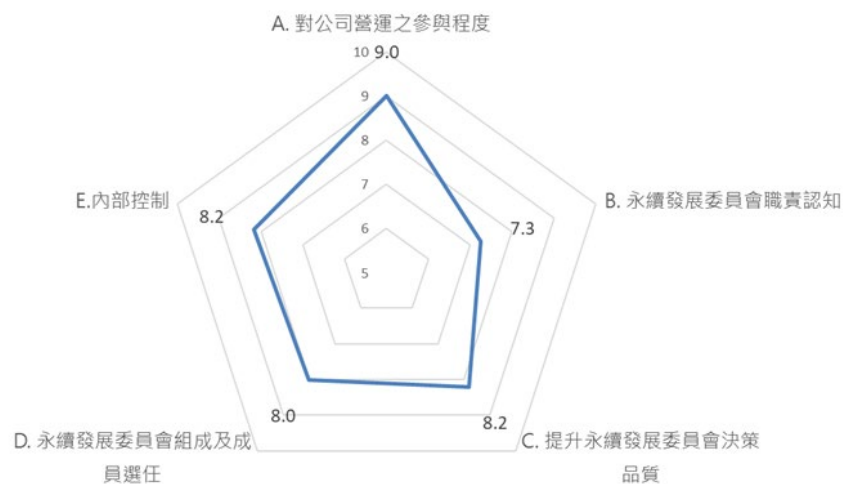


Figure translation:

- A. Participation in the company's operations.
- B. Awareness and fulfillment of functional committee duties.
- C. Enhancement of decision-making quality.
- D. Composition and selection of functional committees.

