



Apex International Co., Ltd.

2025 Results for Performance Evaluation of Board of Directors (External)

Date of Reported to the Board: December 19, 2025

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| Evaluation period | From: October 1, 2024 To: September 30, 2025 |
| External evaluation institution | Taiwan Investor Relations Institute (TIRI) (TIRI and executive committee members are professional and have independence for no business contact with the Company.) |
| Evaluation items | <ol style="list-style-type: none"> 1. Board Composition and Professional Development 2. Board Decision-Making Quality 3. Board Operational Effectiveness 4. Internal Control and Risk Management 5. Board Involvement in Corporate Social Responsibility |
| Evaluation Method & Result | <p>Appoint an external professional organization-Taiwan Investor Relations Institute (TIRI)</p> <p>TIRI issues an evaluation report based on the minutes of the BoD meeting, current internal policies, other supporting documents and public information provided by the Company, combined with the results of the self-evaluation questionnaire and on-site interviews, and compiles the evaluation conclusions and recommendations for subsequent development of relevant improvement measures reference for decision making.</p> |
| The evaluation suggestions and the Company's improvement plan | <ol style="list-style-type: none"> 1. Recommendation to Establish a "Nomination Committee" to Strengthen Board Functions and Governance Mechanisms <ul style="list-style-type: none"> ➤ The Company has scheduled the second meeting of the second Sustainability Committee for December 19, 2025, during which the organizational charter will be revised and the committee renamed as the Sustainability and Nomination Committee 2. Recommendation that the Number of Directors Who Are Employees of the Company, Its Parent, Subsidiaries, or Affiliated Companies Be Limited to One-Third (or Less) of Board Seats <ul style="list-style-type: none"> ➤ The Company will, as appropriate, consider reducing the proportion of directors who are employees to one-third of the board seats, in alignment with the board diversity guidelines set forth in the Corporate Governance Best Practice Principles for TWSE/TPEx-listed Companies and to meet the expectations and requirements of the competent authorities. 3. Recommendation to Enhance Disclosure Regarding the Linkage Between Senior Management Compensation and ESG Performance <ul style="list-style-type: none"> ➤ The Company will continue to enhance its compensation governance to ensure that the incentive mechanisms for senior management better reflect sustainability performance and long-term corporate value. Going forward, the Company will also further improve the transparency of information disclosure to demonstrate our commitment to ESG and high-quality corporate governance. 4. Recommendation to Monitor International ESG Ratings to Strengthen Trust in Global Markets <ul style="list-style-type: none"> ➤ The Company fully recognizes the important role that international ESG ratings play in the global supply chain, investor relations, and corporate |