



Apex International Co., Ltd.

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

Evaluation period	From: October 1, 2024 To: September 30, 2025
External evaluation institution	Taiwan Investor Relations Institute (TIRI)
Evaluation Method	<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 Committee2. 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 governance transparency. We conduct gap analyses with reference to major international standards such as SASB, TCFD, and GRI to serve as the basis for future improvements and disclosure. In the future, the Company will, based on business characteristics and resource allocation, gradually evaluate the adoption of additional international sustainability indicators and ratings to enhance comparability and credibility for global stakeholders.



We will continue to strengthen the following areas:

- (1) **Enhancing Information Transparency:** Regularly disclosing sustainability performance, governance measures, and greenhouse gas management results to ensure information is complete, accurate, and aligned with international expectations.
- (2) **Managing Sustainability Risks and Opportunities:** Strengthening management mechanisms for issues such as climate change, supply chain resilience, and human rights, and integrating them into the Company's decision-making processes.
- (3) **Optimizing Sustainability Governance Structure:** Continuing to reinforce the roles and responsibilities of the Board of Directors and senior management in driving sustainability strategies to ensure effective implementation of sustainability initiatives.
- (4) **Cross-Border Market Communication:** Expanding engagement with international customers, investors, and relevant organizations to ensure external stakeholders fully understand the Company's sustainability efforts and long-term commitments.