上品綜合工業股份有限公司
ALLIED SUPREME CORP.

The 2026 Performance Evaluation Report of the Board of Directors and Functional Committees.



1. The performance evaluation indicators have been established based on the company's operations and needs, ensuring they align with and are suitable for the company's performance evaluation. These indicators have also been reviewed by the Compensation Committee.

2. The results of the performance evaluation serve as a reference for the selection or nomination of directors, and the individual director's performance evaluation results are used as a reference for determining their individual compensation.

3. The evaluation results have been submitted to the Board of Directors for the first quarter of 2026 (on March 9) and will serve as a reference for continuously strengthening the functions of the Board.

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The 2025 Board of Directors Performance Evaluation

1. Evaluation Result: Achievement Rate 96%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Evaluation Target: All Board Members as a Whole.
4. Evaluation Conclusion：

   The overall operation of the company's Board of Directors is deemed satisfactory and complies with corporate governance requirements.

The five key aspects of performance evaluation are:	Average Rating
1. Level of Participation in Company Operations.	4.9
2. Enhancing the Quality of Board Decisions.	4.9
3. Board Composition and Structure.	4.7
4. Selection and Continuing Education of Directors.	4.6
5. Internal Control.	4.9

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 4.8

Positive Evaluation: Operational Efficiency and Outcomes

The Board of Directors can exercise oversight and enhance management functions, as well as assist directors in performing their duties.

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2025 Individual Director Performance Evaluation

1. Evaluation Result: Achievement Rate 98%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Directors participating in self-evaluation: A total of 10 seats.
   Directors：HO, CHIAO-SHENG、HSIEH,SHENG-KUO、
   CHEN, SHIH-LING、SU MING-SHENG、
   WU, MING-YUAN、LEE, YUAN-CHUNG
   Independent Directors：LU, CHIEN-RONG、WANG, KUEI-CHING、
   CHIEN,YU-KUO、CHEN,YUN-CHANG
4. Evaluation Conclusion：
   The company's directors have a positive evaluation of the efficiency and effectiveness of each indicator's operation.

The Six key aspects of performance evaluation are:	Average Rating
A. Understanding of Company Goals and Objectives.	4.9
B. Awareness of Directors' Responsibilities.	5.0
C. Level of Participation in Company Operations.	4.8
D. Internal Relationship Management and Communication.	5.0
E. Directors' Expertise and Continuing Education.	4.8
F. Internal Control.	4.9

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 4.9

Positive Evaluation: Operational Efficiency and Outcomes

The company's directors fulfill their responsibilities and are dedicated to enhancing the functions of the Board. The operational efficiency and outcomes of the Board have received positive evaluations.

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2025 Compensation Committee Performance Evaluation

1. Evaluation Result : Achievement Rate 93%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Evaluation Target: All Members of the Compensation Committee as a Whole.
4. Evaluation Conclusion：

   The overall operation of the company's Compensation Committee is well-structured and effectively enhances the functions of the Board of Directors.

The five key aspects of performance evaluation are:	Average Rating
1. Level of Participation in Company Operations.	4.5
2. Awareness of Functional Committees' Responsibilities.	4.6
3. Enhancing the Quality of Decision-Making in Functional Committees.	4.7
4. Composition of Functional Committees and Selection of Members.	4.7
5. Internal Control.	5.0

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 4.7

Positive Evaluation: Operational Efficiency and Outcomes

The overall operation of the company's functional committees is considered satisfactory and effectively enhances the functions of the Board of Directors.

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2025 Individual Compensation Committee Member Performance Evaluation

1. Evaluation Result: Achievement Rate 99%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Committee members participating in the evaluation: A total of 4 seats.
   Independent Directors：LU, CHIEN-RONG、WANG, KUEI-CHING、CHIEN,YU-KUO、CHEN,YUN-CHANG
4. Evaluation Conclusion：
   The independent directors of the company's functional committees fulfill their responsibilities and are committed to enhancing the functions of the Compensation Committee. The operational efficiency and outcomes of the Compensation Committee have received positive evaluations, effectively strengthening the functions of the Board of Directors.

The Six key aspects of performance evaluation are:	Average Rating
A. Understanding of Company Goals and Objectives.	5.0
B. Awareness of Directors' Responsibilities.	5.0
C. Level of Participation in Company Operations.	5.0
D. Internal Relationship Management and Communication.	5.0
E. Directors' Expertise and Continuing Education.	5.0
F. Internal Control.	5.0

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 5.0

Positive Evaluation: Operational Efficiency and Outcomes

The independent directors of the company's functional committees diligently fulfill their duties and are committed to enhancing the functions of the Compensation Committee. As a result, the operational efficiency and outcomes of the Compensation Committee have received positive evaluations.

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2025 Audit Committee Performance Evaluation

1. Evaluation Result: Achievement Rate 98%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Evaluation Target: All Members of the Audit Committee as a Whole.
4. Evaluation Conclusion：

   The overall operation of the company's Audit Committee is well-structured and effectively enhances the functions of the Board of Directors.

The five key aspects of performance evaluation are:	Average Rating
1. Level of Participation in Company Operations.	5.0
2. Awareness of Functional Committees' Responsibilities.	4.8
3. Enhancing the Quality of Decision-Making in Functional Committees.	4.9
4. Composition of Functional Committees and Selection of Members.	5.0
5. Internal Control.	5.0

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 4.9

Positive Evaluation: Operational Efficiency and Outcomes

The overall operation of the company's Audit Committee is well-structured and effectively enhances the functions of the Board of Directors.

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2025 Individual Audit Committee Member Performance Evaluation

1. Evaluation Result: Achievement Rate 99%, Excellent.
2. Evaluation Basis: Based on the Corporate Governance Best-Practice Principles and the Performance Evaluation Guidelines for the Board of Directors and Functional Committees.
3. Committee members participating in the evaluation: A total of 4 seats.。

   Independent Directors：LU, CHIEN-RONG、WANG, KUEI-CHING、CHIEN,YU-KUO、CHEN,YUN-CHANG
4. Evaluation Conclusion：

   The independent directors of the company's functional committees diligently fulfill their responsibilities and are committed to enhancing the functions of the Audit Committee. As a result, the operational efficiency and outcomes of the Audit Committee have received positive evaluations, effectively strengthening the functions of the Board of Directors.

The Six key aspects of performance evaluation are:	Average Rating
A. Understanding of Company Goals and Objectives.	5.0
B. Awareness of Directors' Responsibilities	5.0
C. Level of Participation in Company Operations.	5.0
D. Internal Relationship Management and Communication.	5.0
E. Directors' Expertise and Continuing Education.	4.9
F. Internal Control.	5.0

Note: The evaluation results are presented in five levels, ranging from 1 to 5.

self-evaluation: 5.0

Positive Evaluation: Operational Efficiency and Outcomes

The independent directors of the company's functional committees diligently fulfill their responsibilities and are committed to enhancing the functions of the Audit Committee. As a result, the operational efficiency and outcomes of the Audit Committee have received positive evaluations.