

■ Remuneration of Directors

The performance appraisal and remuneration system for directors and senior managers of Land Bank is based on the "Guidelines for Performance Appraisal of Persons in Charge of Public Enterprises Affiliated to the Ministry of Finance" and the "Guidelines for the Management of Managers, Directors and Supervisors of Public and Private Institutions Appointed by the Ministry of Finance", wherein the MOF regularly evaluates the Chairperson and the President on the achievement of business organization goals and cooperation with policies. "The Cooperating with Government Policy Projects and Achieving Goals Plan" in the first half of 2024 includes seven major projects, whereof sustainability actions are included to evaluate the performance of the Chairperson and the President.

■ Corporate Governance Evaluation

In 2023, the MOF selected the Taiwan Association of Board Governance to conduct a corporate governance assessment of Land Bank based on the organizational characteristics of the financial industry, with a total of 56 questions on the five aspects, namely "Information Transparency," "Management Operations," "Functions of Directors and Supervisors," "Rights and Social Responsibility of Stakeholders," and "Sustainable Development." The score for 2023 Corporate Governance Assessment was 96.98 out of 100.

■ Ethical Management Policies and Regulations for Land Bank

Name	Participants	Purpose
Ethical Corporate Management Best-Practice Principles	Directors, the management, and all employees	These best-practice principles are formulated as a policy in order to foster a corporate culture of ethical corporate management.
Procedures for Ethical Management and Guidelines for Conduct	Directors, the management, and all employees	Standardize matters that Land Bank employees should pay attention to when performing business activities for implementing ethical corporate management conduct.
Code of Ethical Conduct for Directors and Managers	Directors and the management	Guide the behavior of Directors and the management to conform to ethical standards, and allow stakeholders to better understand Land Bank's ethical standards.
Precautions for Evaluating Risks of Unethical Conduct	Directors, the management, and all employees	Confirm the probability and degree of internal risks, calculate the bank-wide risk level after controlling risks, and propose and implement risk mitigation plans.
Guidelines for the Implementation of the Whistle-blowing System	Directors, the management, and all employees	Establish multiple whistle-blowing methods to preserve ethical corporate management.
Precautions on the Code of Ethics for Employees	All employees	Ensure that employees perform their duties with integrity and honesty, and preserve confidentiality of official matters, business secrets, and customer information.