

Summary of External Performance Evaluation Recommendations and Improvement Plans or Actions of the Board of Directors of Marketech International Corp.

External Evaluation Unit: Taiwan Institute of Ethical Business	
Evaluation Period: January 1, 2025 to December 31, 2025	
Summary of External Evaluation Recommendations for Board Performance	Continuously Improves Plans and Actions
I. Strengthen Board Functions by Ensuring Diverse Board Membership: To foster a more diverse board membership and promote ongoing discussions on gender equality, it is recommended that future board candidate evaluations consider both internal and external stakeholders within the industry, expanding the scope of consultation and engagement to further balance gender ratios and incorporate perspectives from directors with diverse backgrounds.	<ol style="list-style-type: none"> 1. Currently, a candidate nomination system is used. 2. An assessment is being made of establishing a "Nomination Committee" (a functional committee of the Board of Directors) to handle the nomination process for directors and managers.
II. Enhance the Organizational Level of the Unit Responsible for Handling Whistleblower Cases to Strengthen the Enforcement and Credibility of the Whistleblower System: The unit responsible for handling whistleblower cases should be independent and able to report directly to the board or audit committee to ensure impartial handling and protect the rights and confidentiality of whistleblowers. Fanxuan already has a dedicated team within its Strategy Execution Department responsible for handling whistleblower cases. It is recommended that, depending on actual needs, an independent unit be permanently established, granted higher authority and resource support to enhance the enforcement and credibility of the whistleblower system.	<ol style="list-style-type: none"> 1. Currently, the whistleblowing system is handled by a designated team under the jurisdiction of the governing body. 2. An independent unit is needed to assess whether a permanent, dedicated whistleblowing system should be established.
III. Review existing talent acquisition and retention measures to address industry talent challenges: Talent cultivation and development are crucial for the sustainable operation of enterprises. The following measures are recommended, and related discussions should be increased in board meetings to help build a talent pool for management: (1) Systematically analyze existing human capital, identify talent gaps at each level, develop specific development plans for potential reserve talents, and establish effective mechanisms to ensure the smooth transfer of key knowledge and experience. (2) Assess the competitiveness of the current compensation system in the industry and ensure that performance measurement standards are objective and aligned with the company's strategic goals.	<ol style="list-style-type: none"> 1. Currently, the Company has established a system of deputies and a management training program to actively expand business and improve management, strengthening the institutionalized cultivation of industry talent. 2. Performance evaluation indicators for management will incorporate a "sustainability dimension" in addition to financial indicators to enhance the organization's commitment to sustainable operation and address industry challenges. 3. In line with our operational development strategy, we will continue to optimize the reserve and development of high-potential key talent within our existing leadership team, deepening the transfer of professional skills, key knowledge, and experience.