

The result for evaluating the performance of the board of directors in 2019

Items of evaluation	Liang, Chin-Li	Yang, Jung-Tang	Hu, Tai-Tsen	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Average Score
Participation in the operation of the company	40	40	38	37	37	40	39
Awareness of the duties of a director	15	15	15	13	15	15	15
Composition and structure of the board of directors	15	15	15	15	15	15	15
Election and continuing education of the directors	15	15	15	15	15	15	15
Internal control	15	15	15	14	13	15	15
Total Score							98
Result							Excellent
Other matters that need to be specified :							
1. Suggestion from director Wang, Mao-Rong: It is recommended to invite managers stationed overseas to participate in the board of directors through videoconferencing. In addition to increasing interaction with the board of directors, the board of directors can also learn about the current situation and needs of colleagues and express their care.							

The result for evaluating the performance of the board members in 2019

Items of evaluation	Liang, Chin-Li	Yang, Jung-Tang	Hu, Tai-Tsen	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian
Familiarity with the goals and missions of the company	15	15	15	14	15	15
Awareness of the duties of a director	20	20	20	20	20	20
Participation in the operation of the company	25	25	24	24	23	24
Management of internal relationship and communication	15	15	15	15	13	15
The director's professionalism and continuing education	10	10	9	10	10	10
Internal control	15	15	15	14	13	15
Total Score	100	100	98	97	94	99
Result	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
Other matters that need to be specified :						
1. Suggestion from director Wang, Mao-Rong: Considering the hardships of colleagues in foreign countries, board of directors can invite relevant managers to participate in the meeting through videoconferencing. In addition to increasing interaction with the board of directors, the board of directors can also learn about the current situation and needs of colleagues and express their care.						

The result for evaluating the performance of functional committees in 2019

Items of evaluation	Compensation Committee			Audit Committee			Nominating Committee				
	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Liang, Chin-Li	Yang, Jung-Tang	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian
Participation in the operation of the company	21	19	21	18	16	18	20	20	20	18	20
Awareness of the duties of the functional committee	24	25	26	23	21	23	30	30	28	29	30
Improvement of quality of decisions made by the functional committee	37	35	37	32	30	32	35	35	35	33	35
Makeup of the functional committee and election of its members	16	16	16	14	14	14	15	15	15	15	15
Internal control	0	0	0	13	12	13	0	0	0	0	0
Total Score	98			98			99				
Result	Excellent			Excellent			Excellent				
Other matters that need to be specified	None			None			None				

The scoring criteria are as follows:

Final evaluation score	Result
90 or above	Excellent
80 ~90	Good
70 ~80	Normal
60 ~70	To be improved
60 or below	Bad