

The result for evaluating the performance of the board of directors in 2021

Items of evaluation	Liang, Chin-Li	Yang, Jung-Tang	Hu, Tai-Tsen	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Huang, Tzu-Pei	Average Score
Participation in the operation of the company	40	40	40	36	39	40	40	39
Awareness of the duties of a director	15	14	15	14	15	14	15	15
Composition and structure of the board of directors	15	15	15	15	14	15	15	15
Election and continuing education of the directors	15	15	15	15	15	15	15	15
Internal control	15	14	15	14	12	15	15	14
Total Score								98
Result								Excellent
Other matters that need to be specified :								
Suggestion from director Wang, Mao-Rong:Regarding ESG issues, it has been suggested that the board reinforce assessments and monitoring of possible or potential risks associated with the climatic environment to minimize impacts and losses caused by unpredictable disasters. Actual implementation details should be incorporated into the key issues for board discussions this year. Furthermore, relevant departments should be requested to deliver reports on the current framework, implementation progress, and required resources.								

The result for evaluating the performance of the board members in 2021

Items of evaluation	Liang, Chin-Li	Yang, Jung-Tang	Hu, Tai-Tsen	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Huang, Tzu-Pei
Familiarity with the goals and missions of the company	15	15	15	13	15	15	14
Awareness of the duties of a director	20	20	20	19	20	20	20
Participation in the operation of the company	25	24	25	25	23	25	25
Management of internal relationship and communication	15	14	15	15	14	15	14
The director's professionalism and continuing education	10	10	9	10	10	10	10
Internal control	15	15	15	15	14	15	13
Total Score	100	98	99	97	96	100	96
Result	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent	Excellent
Other matters that need to be specified :							
Suggestion from director Wang, Mao-Rong:It is recommended that the Board strengthen the management and control of climate risks, as detailed above.							

The result for evaluating the performance of functional committees in 2021

Items of evaluation	Compensation Committee				Audit Committee				Nominating Committee				
	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Huang, Tzu-Pei	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Huang, Tzu-Pei	Liang, Chin-Li	Yeh, Hui-Hsin	Wang, Mao-Rong	Yang, Qian	Huang, Tzu-Pei
Participation in the operation of the company	21	20	21	20	18	18	16	17	20	20	20	20	19
Awareness of the duties of the functional committee	26	26	26	25	23	23	23	21	30	29	30	30	28
Improvement of quality of decisions made by the functional committee	35	37	36	37	29	32	31	32	35	33	35	34	35
Makeup of the functional committee and election of its members	16	16	16	16	14	14	14	14	15	15	15	15	15
Internal control	0	0	0	0	14	14	14	13	0	0	0	0	0
Total Score	99				99				99				
Result	Excellent				Excellent				Excellent				
Other matters that need to be specified	Suggestion from director Wang, Mao-Rong:The Compensation Committee reviews the reasonableness of employees' grades, performance, salary and bonus, and provides opinions and agreements with due diligences. However, the committee's valid contributions encompassed recommendations of a too extensive and hard-to-define scope.				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
60 or below	Bad