

2022 internal evaluation

Circle	Conducted once a year
Execution	Jan-23
Period	From Jan. 1, 2022 to Dec. 31, 2022
Range	The board as a whole, individual directors, and functional committees (Including Remuneration Committee, Audit Committee and Nominating Committee)
Method	Internal evaluation by the board, self-evaluation by the board members of themselves, and self-evaluation by the functional committees members of themselves (by questionnaire)
Content	<ul style="list-style-type: none"> ■Evaluation of the board of directors: At least include participation in the operation of the company, improvement of the quality of the board of directors' decision making, composition and structure of the board of directors, election and continuing education of the directors, and internal control. ■Evaluation of the board members on themselves: At least include familiarity with the goals and missions of the company, awareness of the duties of a director, participation in the operation of the company, management of internal relationship and communication, the director' s professionalism and continuing education, and internal control. ■Evaluation of the functional committees: At least include participation in the operation of the company, awareness of the duties of the functional committee, improvement of quality of decisions made by the functional committee, makeup of the functional committee and election of its members, and internal control.
Report dates to the board of directors	Feb. 24, 2023

The result for evaluating the performance of the board of directors in 2022

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	37	38	40	39	39
Awareness of the duties of a director	15	15	15	14	14	14	15	15
Composition and structure of the board of directors	15	15	15	15	15	15	15	15
Election and continuing education of the directors	15	15	15	15	15	15	15	15
Internal control	15	15	15	15	13	15	15	15
Total Score								98
Result								Excellent
Other matters that need to be specified : None								

The result for evaluating the performance of the board members in 2022

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	14	13
Awareness of the duties of a director	20	20	20	20	20	20	19
Participation in the operation of the company	25	24	25	24	23	25	23
Management of internal relationship and communication	15	15	15	15	15	15	15
The director's professionalism and continuing education	10	10	10	10	10	10	9
Internal control	15	15	15	15	13	14	15
Total Score	100	99	100	97	96	98	94
Result	Excellent						
Other matters that need to be specified : Suggestion from director Wang, Mao-Rong: The ESG wave is sweeping the world. In response to issues such as the climate crisis, it is recommended that the board of directors pay more attention to related issues as well as the management and control of climate risks; and ask the heads of all departments to regularly summarize and report to the board of directors on the response plan and progress of internal related issues.							

The result for evaluating the performance of functional committees in 2022

Items of evaluation	Remuneration 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	21	21	21	18	18	18	18	20	19	20	20	19
Awareness of the duties of the functional committee	24	25	26	25	22	22	23	20	30	24	29	30	28
Improvement of quality of decisions made by the functional committee	37	36	36	34	32	32	31	31	35	35	34	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	13	12	14	13	0	0	0	0	0
Total Score	98				98				97				
Result	Excellent				Excellent				Excellent				
Other matters that need to be specified : 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