

## 2020 Board of Directors' Performance Evaluation Report

- I. Based on: The provisions of the "Evaluation Method of the Board of Directors' Performance" of the Company.
- II. Evaluation Cycle: Performed annually.
- III. Evaluation Period: January 1st, 2020 - December 31, 2020
- IV. Evaluation Scope: This includes the performance evaluation of the Board of Directors as a whole, individual members and functional committees.
- V. Performance evaluation process: Conducted via self-evaluation.
  - (I) The "Self-Evaluation Questionnaire for board members" is filled out by all board members, and the evaluation aspects include: There are 28 items in 6 categories: mastery of corporate goals and tasks, awareness of directors' responsibilities, participation in corporate operations, internal relations and communication, professionalism and continuing education of directors, as well as internal control.
  - (II) The "Functional Committee Performance Appraisal Self-Evaluation Questionnaire" is evaluated by the convenor of each functional committee. Evaluation aspects include: There are five major aspects: participation in the company's operation, awareness of functional committee responsibilities, improvement of the quality of functional committee decisions, composition and selection of functional committee members, and internal control.
  - (III) The "Board of Directors' Performance Self-Evaluation Questionnaire" is evaluated by the Head of Corporate Governance for. Evaluation aspects include: There are 45 items in 5 major categories: participation in company operations, improving the quality of board decisions, board composition and structure, selection and continuing education of directors, and internal control.
- VI. Evaluation results:
  - (I) Board member:
 

On December 22, 2020, 11 copies of the "Self-Evaluation Questionnaire for Directors" were sent to the Company's directors (including independent directors), and 11 copies were returned. The average score was 4.86 (out of 5) and average rating was "above standard" and "better than standard" based on the self-evaluation results of each director.

6 major aspects of self-evaluation	Number of questions	Average score
A. Mastery of company goals and tasks	3	4.91
B. Understanding of Director's responsibilities	5	4.96
C. Degree of participation in the Company's operations	10	4.92
D. Internal relationship management and communication	4	4.80
E. Directors' professionalism and continuing education	3	4.70
F. Internal control	3	4.85
Total/average score	28	4.86

(II) Functional committee:

The Company has three functional committees, including the "Audit Committee", "Compensation Committee" and "Corporate Governance Committee". The scores of each functional committee are listed in the table below after self-evaluation by the convener of each committee, and they are all rated as "above standard". This shows that the overall operations of the functional committees are sound, meet the requirements of corporate governance, and can effectively enhance the functions of the Board of Directors.

5 major aspects of self-evaluation	Audit Committee		Compensation Committee		Corporate Governance Committee	
	Number of questions	Average score	Number of questions	Average score	Number of questions	Average score
A. Degree of participation in the Company's operations	4	5.00	4	5.00	4	5.00
B. Understanding of the functional committee's responsibilities	5	5.00	5	5.00	3	5.00
C. Improving the quality of functional committee decisions	7	5.00	7	4.71	7	5.00
D. Functional Committee Members' composition and selection of members	3	5.00	3	5.00	3	5.00
E. Internal control	3	5.00	-	-	-	-
Total/average score	22	5.00	19	4.93	17	5.00

(III) Board of Directors:

The scores of the Board of Directors in each aspect are listed below and are evaluated as "above standard" based on the evaluation results, which indicates that the Board of Directors has fulfilled the responsibility to guide and supervise the Company's strategies, and has established a proper internal control system. Overall operation is sound and in compliance with the corporate governance requirements of the competent authorities and relevant regulations.

5 major aspects of self-evaluation	Number of questions	Average score
A. Degree of participation in the Company's operations	13	4.62
B. Improving the quality of decisions by the Board of Directors	10	5.00
C. Composition and structure of the Board of Directors	8	4.88
D. Election of Directors and their continuing education	7	4.57
E. Internal control	7	5.00
Total/average score	45	4.81

## VII. Conclusion:

Overall, there is sound operation at the Board of Directors and functional committees. The Company will continue to refine the functions of the Board of Directors based on the results of this performance evaluation in order to enhance the effectiveness of corporate governance.

In accordance with Article 10 of the "Regulations Governing the Evaluation of the Performance of the Board of Directors", the results of the evaluation of the performance of the Board of Directors shall be used as a reference for the selection or nomination of directors; the performance evaluation results of individual directors shall be used as a reference when determining their individual remuneration.

The results of the performance evaluation of the previous board of directors' meeting will be submitted to the 4th session (3rd meeting) Compensation Committee on March 19, 2021, and then presented to the Board of Directors meeting on March 23, 2021, for review and improvement; the content, method, execution and results of the relevant evaluation will be disclosed on the Company's website and in the annual report. It will be submitted to the 2021 Annual General Meeting of Shareholders.