

Board Performance Evaluation Method

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Article 1 (Determination of Purpose and Basis)

In order to implement corporate governance and enhance the functions of the company's board of directors, establish performance targets to enhance the efficiency of the board's operations, these measures are formulated in accordance with the provisions of the Code of Practice for Corporate Governance of Listed Companies, which are followed by capital.

Article 2 (Specifications to be observed)

The performance evaluation method of the company's board of directors, its main evaluation cycle, evaluation period, evaluation scope and method, evaluation execution unit, evaluation procedure and other matters to be followed shall be handled in accordance with the provisions of these Measures.

Article 3 (Evaluation Period and Period)

The board of directors of the company shall perform the internal board performance evaluation in accordance with the evaluation procedures and evaluation indicators of these Measures every year.

The performance evaluation of the company's board of directors may be performed by an external professional independent institution or a team of external experts and scholars depending on management needs.

The internal and external performance evaluation results of the board of directors shall be completed before the end of the first quarter of the following year and shall be declared on the website designated by the Stock Exchange.

Article 4 (Scope and Method of Evaluation)

The scope of the company's board of directors assessment includes the performance assessment of the overall board of directors, individual board members and functional committees.

The methods of evaluation include internal self-evaluation of the board of directors, self-evaluation of directors, peer evaluation, appointment of external professional institutions, experts or other appropriate methods for performance evaluation.

Article 5 (Evaluation Execution Unit)

The executive unit of the company's internal board performance evaluation is Board of Directors Meeting Unit and its functional committees.

Article 6 (Evaluation Procedure)

The company's board of directors and its functional committees performance evaluation procedure is described as follows:

1. Establish the unit, period and scope of the assessment in the current year (such as the overall board of directors, individual director members, functional committees, etc.).
2. Establish evaluation methods (such as internal self-evaluation of the board of directors, self-evaluation of board members (self or peers), peer evaluation, entrustment of external professional institutions, expert evaluation, etc.).
3. At the end of the year, each executive unit collects relevant information on the activities of the board of directors and its functional committees, and distributes and fills out Schedule 1 "Board Performance Assessment Self-assessment Questionnaire", Schedule 2 "Director Members (Self or Peer) Assessment Self-assessment Questionnaire" and Schedule 3 "Functionality" The self-assessment questionnaires such as the Committee Performance Assessment Self-assessment Questionnaire and other relevant self-assessment questionnaires were finally collected by the coordinating executive unit, and the evaluation results were recorded in accordance with the scoring criteria for the evaluation indicators of this method, and submitted to the board for review and improvement.

Article 7 (External professional institutions, experts)

The company arranges for an external evaluation agency or an external team of experts and scholars to perform the performance evaluation of the board of directors, which shall meet the following requirements:

1. The external evaluation agency or the team of external experts and scholars should be professional and independent.
2. The external evaluation agency is mainly a related agency or management consulting company that undertakes services related to the board of directors 'relevant education and training courses and improves corporate governance.
3. A team of external experts and scholars shall employ at least 3 experts or scholars in the field of board of directors or corporate governance to evaluate the performance of the company's board of directors performance evaluation and write an external evaluation analysis report.

The chairman of the board of directors shall approve such matters as the selection of the outsourced evaluation unit and experts, the time schedule, and evaluation methods.

Article 8 (Evaluation indicators and scoring standards)

The company should consider the company's situation and needs to determine the measurement items for board performance evaluation, and should include at least the following five aspects:

1. The level of participation in the company's operations.
- Second, improve the quality of decision-making of the board of directors.
3. The composition and structure of the board of directors.
4. Selection and continuous training of directors.
5. Internal control.

Directors (self or peers) performance evaluation measures should include at least the following six aspects:

1. Master the company's goals and tasks.
2. Cognition of directors' responsibilities.
3. The level of participation in the company's operations.
4. Internal relationship management and communication.
5. Professional and continuous education of directors.
6. Internal control.

The measurement items of the performance evaluation of the functional committee should include at least the following five aspects:

1. The level of participation in the company's operations.
2. Cognition of functional committee responsibilities.
3. Improve the quality of functional committee decision-making.
4. Composition of functional committees and selection of members.
5. Internal control.

The performance evaluation indicators of the board of directors and functional committees should be based on the company's operations and needs to determine the content that is suitable for the company's performance evaluation, and the remuneration committee should review and make recommendations.

The scoring standard is revised and adjusted according to the company's needs, and it can also be scored according to the weighting method of each measurement.

Article 9 (Application of Evaluation Results)

The results of the company's board of directors' performance evaluation shall be used as a reference basis when selecting or nominating directors; and the individual directors' performance evaluation results shall be used as the reference basis for determining their individual remuneration.

Article 10 (Annual Report Information Disclosure)

It is advisable for the company to disclose in the annual report whether it has set the board performance evaluation method, and to disclose the implementation situation of the annual board performance evaluation, and explain the evaluation method.

If the company's external institutions and experts perform the performance evaluation of the board of directors, they should disclose the names of the external assessment agencies, experts and professional descriptions in the annual report, and indicate whether the external agencies and experts have business dealings with the company and whether they are independent.

Article 11 (Disclosure)

The performance evaluation methods stipulated by the company should be fully disclosed at public information observatories and company websites for inquiry.

Article 12 (Implementation)

These measures shall be implemented after being proposed by the Salary and Remuneration Committee and submitted to the Board of Directors for discussion and approval.

These measures were formulated on March 30, 2020, amended on December 29, 2020 and January 19, 2022.