

Performance Evaluations of the Board and Directors by internal self-evaluation

2021 Performance Evaluation of the Board of Directors

Evaluation items	ChingLeou Teng	KoChung Lin	ShenYi Li	ShenYou Gong	ChanKou Hwang	BenYuan Chen	ChaoChung Kuo	YenChign Hwang	JinnDer Chang	Patrick Y. Yang	JienHeh Tien
A. Participation in the company's operations	4.8	4.9	4.8	4.4	4.8	3.8	4.8	4.3	5	4.2	4.3
B. Improving the decision making quality of the board of directors	5	4.9	4.8	4.7	4.8	3.9	5	4.8	5	4.8	4.6
C. Board composition and structure	5	5	5	4.6	4.9	3.6	4.9	5	5	5	4.9
D. Selection of board members and continuing to learn	4.7	4.9	5	4	4.7	3.7	4.6	4.4	5	4.6	4.3
E. Internal control	5	5	5	4.7	4.9	3.1	4.9	4.1	5	4.4	4.4
Average	4.9	4.9	4.9	4.5	4.8	3.6	4.8	4.5	5	4.6	4.5
Rating(Note)	Excellent to Outstanding	Excellent to Outstanding	Excellent to Outstanding	Excellent to Outstanding	Excellent to Outstanding	Satisfactory to Excellent	Excellent to Outstanding	Excellent to Outstanding	Outstanding	Excellent to Outstanding	Excellent to Outstanding

2021 Performance Evaluation of the Board Members

Evaluation items	ChingLeou Teng	KoChung Lin	ShenYi Li	ShenYou Gong	ChanKou Hwang	BenYuan Chen	ChaoChung Kuo	YenChign Hwang	JinnDer Chang	Patrick Y. Yang	JienHeh Tien
A. Understanding of company goals and tasks	5	5	5	5	5	3	5	4.3	5	4.7	5
B. Understanding of the	5	5	5	4.3	5	3.7	5	4.7	5	4.3	4.3

Evaluation items	ChingLeou Teng	KoChung Lin	ShenYi Li	ShenYou Gong	ChanKou Hwang	BenYuan Chen	ChaoChung Kuo	YenChign Hwang	JinnDer Chang	Patrick Y. Yang	JienHeh Tien
directors' responsibilities											
C. Participation in the company's operations	5	5	4.8	4.4	4.9	3.6	4.8	4.4	5	4.9	4.4
D. Internal relationship management and communication	5	5	4.7	4	5	3	5	4.7	5	4	4.7
E. Professionalism and continuing to learn	5	5	5	4.3	4.3	3.7	5	5	5	4	4.3
F. Internal control	5	5	5	4.3	4.7	3.3	4.7	4.7	5	4	4.3
Average	5	5	4.9	4.4	4.8	3.4	4.9	4.6	5	4.3	4.5
Rating(Note)	Outstanding	Outstanding	Excellent to Outstanding	Excellent to Outstanding	Excellent to Outstanding	Satisfactory to Excellent	Excellent to Outstanding	Excellent to Outstanding	Outstanding	Excellent to Outstanding	Excellent to Outstanding

Note: The evaluation results are expressed as a score ranging from 1 to 5, with 1 = extremely bad (completely unacceptable), 2 = bad (unacceptable), 3 = satisfactory (acceptable), 4 = excellent (highly acceptable), and 5 = outstanding (completely acceptable).

This company evaluated the performance of its board of directors, independent directors, and functional committees (Audit Committee and Remuneration Committee). By using questionnaires, this company evaluated the 2021 performance of the aforementioned parties in compliance with its guidelines; these evaluations were completed in February 2022. Regarding the performance of the board of directors, board members, Audit Committee, and Remuneration Committee, most of their evaluation scores ranged from satisfactory to outstanding, indicating that the board members thought that both the board of directors and the functional committees had smooth operations and sound systems. On March 1, 2022, the results were reported to the board of directors.