

**2022 Performance Evaluation Report
of
the Board of Directors and Functional
Committees**

Board Performance Evaluation Instructions :

I .Evaluation basis : the company's "Board Performance Evaluation Measures" shall be handled. The performance evaluation of the board of directors of the company shall be evaluated by an external professional independent institution or a team of external experts and scholars at least once every three years, and the performance evaluation of the current year shall be executed at the end of the year. The results of the internal and external performance evaluation of the board of directors shall be completed before the most recent board meeting of the following year.

II .Evaluation cycle : once a year.

III .Evaluation period : January 1, 2022 to December 31, 2022

IV .Evaluation scope : including performance evaluation of the board of directors, individual members and functional committees.

V . Evaluation procedure : Evaluation procedure: Self-evaluation by directors and relevant members of each functional committee, using the "Performance Evaluation of Board " and "Performance Evaluation of Functional Committee ".

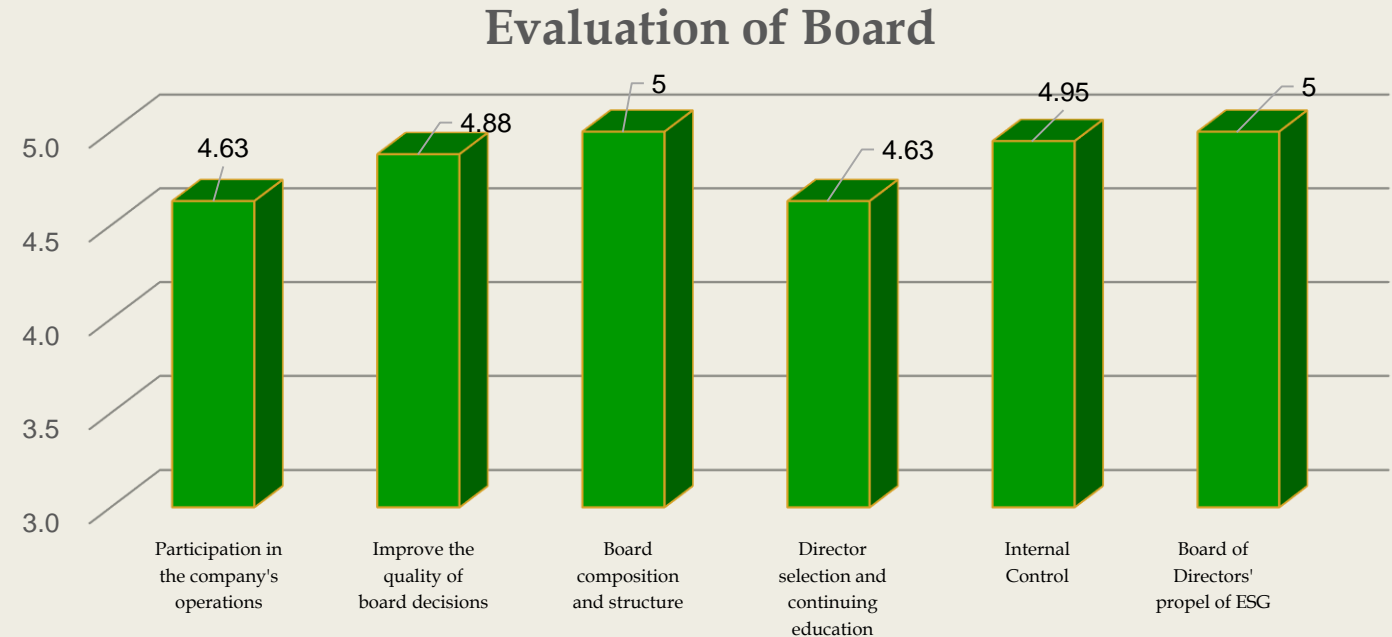
Board Performance Evaluation Instructions :

Performance Evaluation of Board	Self-performance Evaluation of Board Members	Performance Evaluation of Functional Committee
<ul style="list-style-type: none"> ● Participation in the company's operations ● Improve the quality of board decisions ● The composition and structure of the board ● The selection and continuing education of the directors ● Internal Control ● Board of Directors' propel of ESG 	<ul style="list-style-type: none"> ● Mastery of company goals and tasks ● Awareness of Directors' Responsibilities ● Participation in the company's operations ● Internal relationship management and communication ● Professional and continuing education of the directors ● Internal Control 	<ul style="list-style-type: none"> ● Participation in the company's operations ● Determination of responsibility for functional committees ● Improve the decision-making quality of functional committees ● The composition and member selection of Functional committee ● Internal Control
evaluation indicators : 46	evaluation indicators : 24	evaluation indicators : 20-23

- ◆ The scores of above evaluation form are calculated based on five grades -Very poor (strongly disagree); Poor (disagree); Moderate (normal); Excellent (agree); Excellent (strongly agree)
The average score for each question is above 4 points as “excellent”, 3-4 points as “acceptable”, and below 3 points as “not good”.
- ◆ Use of assessment results :
 1. The company's board of directors selects or nominates independent directors or members of functional committees as a reference, and uses the performance evaluation results of individual directors or members of each functional committee as a reference for determining individual remuneration.
 2. Continue to improve the assessment aspects of the board of directors, individual directors (self/peers) and functional committees, and continuously improve the effectiveness of each aspect.

Performance Evaluation Results of Board :

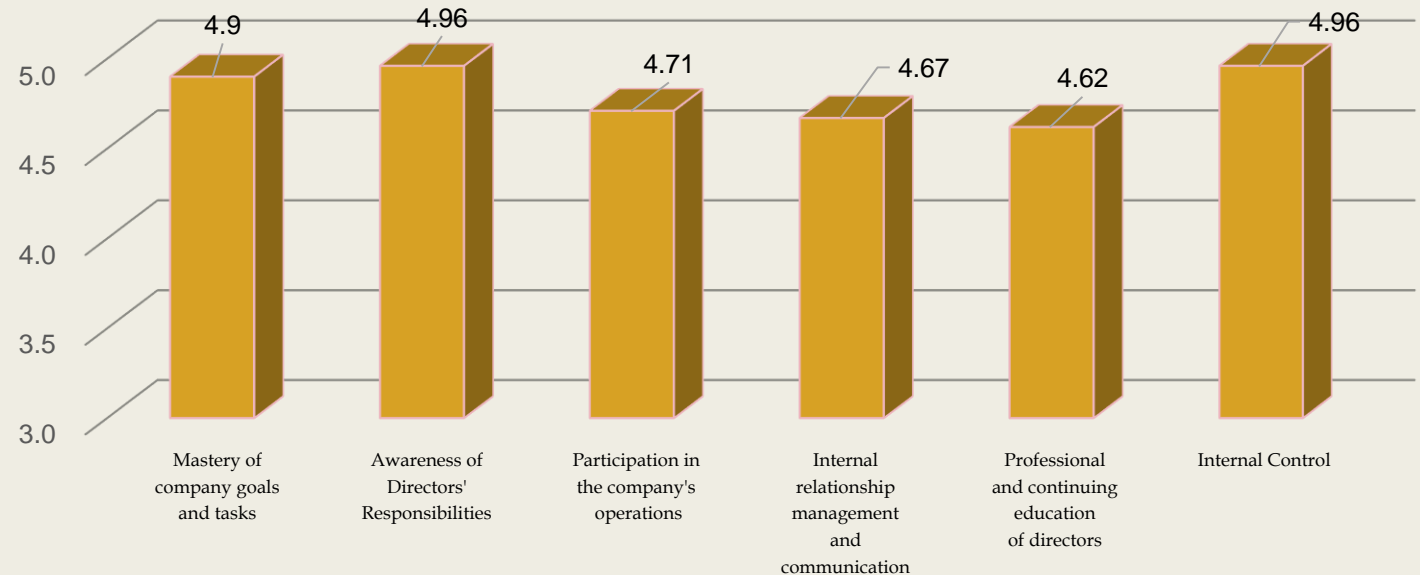
- ◆ The self-performance results of "Overall Board of Directors" are all "Excellent". The average scores of each aspect are shown in the figure below. The overall average ranging from 4.63 to 5. The average scores for "Participation in the company's operations" and "Director selection and continuing education" are relatively low.
- ◆ Some directors believe that "the attendance rate of directors at the shareholders' meeting is low", "the company's operating performance report has not been obtained in time", and "the company's succession plan for directors needs to be strengthened". The shareholders' meeting date set by the company is based on consideration of the time that shareholders can participate and the convenient time of directors in advance, so that all directors can attend the meeting. The company will start to discuss and improve the director succession plan to cope with the future operation of the board of directors.
- ◆ Other suggestions : NO



Performance Evaluation Results of Board :

- ◆ The self-performance results of "Board members" are all "excellent". The average scores for each aspect are shown in the figure below. The overall average is between 4.62 to 5. Among them, the average score of "Professional and Continuing Education for Directors" is relatively low. The main reason is that some directors believe that they need to continue to strengthen their professional knowledge and skills for the board of directors to implement decisions. Because some directors have participated in the company's operations as directors for a long time. Therefore, in the future, various training courses related to the company's industry will continue to be held, so that directors can better understand the dynamics of the company's related industries, so that directors can make professional and appropriate judgments.
- ◆ Other suggestions : NO

Directors' self-evaluation



Performance Evaluation Results of Functional Committees:

- ◆ The performance self-evaluation results are all "excellent". The average scores for each aspect are shown in the figure below, and the overall average is between 4.8 to 5. Among them, the Nomination Committee's average score for the "Nomination Committee Composition and Member Selection" aspect is relatively low, and the main aspects of "establishing and regularly reviewing the director's training plan and the succession plan for directors and senior managers" need to be strengthened .
- ◆ The deliberation unit has arranged for the human resources unit to report to the nomination committee on the succession plan of senior managers, communicate and exchange opinions with members, and discuss the succession plan, and will start to study and improve the succession plan for directors to meet the needs of the future board of directors operate.
- ◆ Other suggestions : NO

