

# Pili International Multimedia Co., Ltd.

## Regulations Governing Performance Evaluation of the Board of Directors and Functional Committees

### Article 1 (Purpose and Basis)

These Regulations have been formulated by the Company in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to enforce corporate governance, strengthen the function of the Board of Directors, and improve the efficiency of the Board through the setting of performance goals.

### Article 2 (Application)

Under the Regulations Governing Performance Evaluation of the Board of Directors, the evaluation cycle, evaluation period, scope and method of evaluation, unit conducting the evaluation, evaluation procedure and other relevant matters shall be governed by the provisions of the Regulations.

The evaluation method and indicators can be adjusted in response to actual operational or regulatory requirements.

### Article 3 (Evaluation Cycle and Period)

The board shall assess the performance of internal directors on a yearly basis using the procedures and indicators outlined in Articles 6 and 7.

The Company's board performance evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years.

Internal and external board performance evaluations shall be completed before within the time limit set by the competent authority.

### Article 4 (Scope and Method of Evaluation)

The scope of board performance assessed shall include the board as a whole, the individual directors and functional committees.

The method of evaluation includes internal self-assessment by the Board, self-assessment by Board members, or some other suitable method of performance evaluation.

### Article 5 (Unit Conducting the Evaluation)

The Company unit for conducting the internal evaluation of Board performance shall have a clear understanding of the unit under evaluation's operations. It must also perform its role in a fair, objective and independent manner.

Due to the difference in the operation of each functional committee, the evaluation of each functional committee may be conducted by different units based on the organization of Company departments. The unit shall perform its role in a fair and objective manner, and should be a person or unit with no direct interest in the operation of the unit under evaluation.

#### Article 6 (Evaluation Procedure)

The Company's board performance assessment procedures are as follows:

1. Define the parties, the duration and scope of assessment for the current year (such as the board, the individual directors and functional committees).
2. Confirm the evaluation method. This can be an internal self-assessment by the Board or self-assessments by Board members.
3. Select an appropriate unit for conducting the evaluation. This can be the staff unit for the Board of Directors or functional committees.
4. The evaluator shall gather information on board activities and distribute worksheets including Attachment 1 - "Board of Directors Performance Self-assessment Questionnaire," Attachment 2 - "Board Member Self-Assessment," and Attachment 3 - "Functional Committee Performance Self-assessment Questionnaire" to the respective users for completion, recover the completed worksheets and score using the criteria mentioned in Article 7. These assessment outcomes shall be submitted to the board of directors for discussion and improvement.

#### Article 7 (Evaluation Indicators and Scoring System)

The Company shall set assessment indicators for board of directors performance based on its requirements, which must cover at least the following five main aspects:

1. Level of participation in the Company's operations.
2. Improvement in the quality of decision making by the Board of Directors.
3. The composition and structure of the Board of Directors.
4. The appointment and continuing education of directors.
5. Internal controls.

Directors' individual performance (self) assessment shall cover at least the following six main aspects:

1. Understanding of the Company's goals and missions.
2. Understanding of a director's duties.
3. Level of participation in the Company's operations.
4. Internal relationship management and communications.
5. The professionalism the director and continuing education.
6. Internal controls.

Assessment of functional committee performance shall cover at least the following five main aspects:

1. Level of participation in the Company's operations.
2. Awareness towards duties of the functional committee.
3. Improvements to the quality of decisions made by the functional committee.
4. Composition of the functional committee and selection of committee members.
5. Internal controls.

Board performance evaluation indicators have been implemented based on the Company's operational requirements, and are being reviewed by the Remuneration Committee with suggestions raised on a regular basis.

The scoring criteria shall be revised and adjusted based on the Company's requirements. Weights may be also applied to different measurement aspects.

Scoring for board of directors' performance:

Assessment indicators	Score weight
I. Participation in the Company's operations.	30%
II. Improvement to board's decision quality.	30%
III. Composition of the board of directors.	20%
IV. Election and ongoing education of directors.	10%
V. Internal control.	10%

Scoring for individual directors' performance

Assessment indicators	Score weight
I. Comprehension of the Company's targets and missions.	20%
II. Directors' duty awareness.	20%
III. Level of participation in the Company's operations.	20%
IV. Internal relationship management and communications.	20%
V. The professionalism the director and continuing education.	10%
VI. Internal controls.	10%

Scoring for functional committee performance:

Assessment indicators	Score weight
I. Participation in the Company's operations.	30%
II. Awareness towards duties of the functional committee.	30%
III. Improvements to the quality of decisions made by the functional committee.	20%
IV. Composition of the functional committee and selection of committee members.	10%
V. Internal control.	10%

Article 8 (Use of assessment results)

Outcome of board performance evaluation shall be taken into consideration when electing or nominating directors. Performance evaluation of individual directors should be taken into consideration when determining remuneration for individual directors.

Article 9 (Disclosure in Annual Report)

The Company shall disclose in the annual report the method by which Board performance is evaluated, and update on Board performance evaluation conducted during the year, including at least the cycle, scope, method, and details of evaluation performed.

Article 10 (Method of Disclosure)

The Company shall disclose its performance evaluation policy on Market Observation Post System and on the official portal for public access.

Article 11 (Implementation)

The Regulations shall be implemented once it has been discussed and approved by the Board of Directors. Amendments shall follow the same procedure.

This Policy was established on May 2, 2017.

Amendment was made on May 13, 2019.

Amendment was made on August 11, 2020.

Amendment was made on November 8, 2021.

Amendment was made on May 14, 2024.

**Pili International Multimedia Co., Ltd. \_\_\_\_\_ Board of Directors  
Performance Self-assessment Questionnaire**

Assessment criteria	Assessment outcome (Low----High)	Note
<b>A. Level of participation in the Company's operations(30%)</b>		
1. Directors' overall attendance (excluding proxy attendance) at board meetings <u>Good</u> (e.g.: 5 for 100% attendance rate; 4 for 80%; 3 for 70%; 2 for 60%; and 1 for 60% and below)	1 2 3 4 5	
2. <u>Directors' attendance in shareholder meetings is considered good</u> (e.g.: 3 for attendance rate of 1/2; 4 for 3/4; and 5 for full attendance)	1 2 3 4 5	
3. Directors had duly <u>read</u> and <u>comprehended</u> conference materials prior to convention of meeting	1 2 3 4 5	
4. The board and the management team had exhibited <u>sound</u> interaction	1 2 3 4 5	
5. The board of directors <u>had duly supervised the Company</u> in various compliance affairs and codes of conduct	1 2 3 4 5	
6. All directors <u>of the Company</u> have made noticeable contributions in board meetings	1 2 3 4 5	
7. The board of directors <u>continues</u> to enforce corporate governance policy, support the Company's participation in public evaluation, and protect shareholders' interests as means to improve overall governance	1 2 3 4 5	
8. Board members <u>possess adequate</u> understanding of the Company, the management team and the industry the Company operates in	1 2 3 4 5	
9. Directors <u>are capable of</u> assessing and monitoring existing as well as potential risks, and discuss regularly about the execution of internal control system	1 2 3 4 5	
10. Directors <u>had</u> engaged financial statement auditors in <u>adequate</u> communication and interaction (Meetings have to be convened for discussion in the event of new accounting standards or major financial statement adjustments. CPAs	1 2 3 4 5	

Assessment criteria	Assessment outcome (Low----High)	Note
are invited to participate in at least two board meetings a year to discuss about annual and semi-annual financial reports, and develop better understanding of the Company's financial position)		
11. The board <u>had</u> regularly and <u>thoroughly</u> examined performance of the management team, and made reward and disciplinary decisions in a timely manner	1 2 3 4 5	
12. The board of directors is able to obtain adequate and timely report on business performance, and quickly respond to adverse situations	1 2 3 4 5	
<b>B. Improvement of board decision quality(30%)</b>		
13. The board <u>has</u> established proper core values within the Company (e.g. discipline, mission, honor and vision) and <u>are able</u> to set clear strategic goals	1 2 3 4 5	
14. The Company <u>has adequately discussed and implemented</u> strategic plans as well as the annual budget process	1 2 3 4 5	
15. Board meetings <u>were convened at adequate frequency</u> (e.g.: 3 - Moderate for 6 times a year; 4 - Good for 7 times a year; and 5 - Excellent for 8 times a year or more)	1 2 3 4 5	
16. <u>The Company</u> provides the board of directors with <u>complete</u> and timely information of certain quality, so that directors ( <u>including independent directors</u> ) may <u>duly</u> perform their duties	1 2 3 4 5	<u>Amended to conform with Article 14-2 of the Securities and Exchange Act</u>
17. Board meeting minutes have adequately recorded the discussions made as well as opinions or concerns from individuals or groups	1 2 3 4 5	
18. <u>All motions</u> in a board agenda were allocated adequate time <u>for directors to engage in discussions</u>	1 2 3 4 5	
19. The motions presented for discussion in board meetings were considered appropriate	1 2 3 4 5	
20. <u>Motions that were subject to discussion by the board of directors have been discussed in the presence of all independent directors</u>	1 2 3 4 5	<u>Amended to conform with Article 7 of Regulations Governing</u>

Assessment criteria	Assessment outcome (Low----High)	Note
		<u>Procedure for Board of Directors Meetings of Public Companies</u>
21. The board of directors has provided robust communication channels to facilitate communication with independent directors	1 2 3 4 5	
22. Board meeting resolutions have been properly executed and followed up	1 2 3 4 5	
23. For any motion that required avoidance of conflicting interest, the directors had either voluntarily disassociated from involvement or were instructed to do so by the chairperson, <u>with meeting minutes duly prepared</u>	1 2 3 4 5	
24. The board of directors, board members and functional committees <u>had</u> conducted performance assessments in a regular and efficient manner	1 2 3 4 5	
<b>C. Composition of the board of directors(20%)</b>		
25. The board of directors has allocated <u>sufficient independent director seats</u> that complied with relevant rules (For example, in situations where the Company's Chairman is the same person as, or a spouse or first-degree relative to, the President or personnel of equivalent grade: award 5 points if independent director seats are present; 4 points if no independent director seat is present but no more than half of board members concurrently serve as employee or manager; or 3 points if neither. Reduce score for every independent director seat that falls short of legal requirements.)	1 2 3 4 5	<u>New corporate governance roadmap and strategic goal #4</u>
26. Independent directors of the Company <u>possess the required professional knowledge and have maintained independence throughout the duration of service</u>	1 2 3 4 5	
27. The board of directors has adequate and sufficient number of functional committees to support its duties	1 2 3 4 5	
28. All existing functional committees are capable of accomplishing assignments delegated by the board of directors	1 2 3 4 5	

Assessment criteria	Assessment outcome (Low----High)	Note
29. <u>Establishment and enforcement of board diversity policy according to the Company's growth requirements</u>	1 2 3 4 5	
30. <u>To ensure objective and independent decision-making, no more than two directors shall be a spouse or 2nd-degree relative or closer to one another within the board</u>	1 2 3 4 5	
31. <u>Board composition is considered appropriate and members are deemed to have possessed the professional qualities needed for decision-making</u>	1 2 3 4 5	
<b>D. Election and ongoing education of directors(10%)</b>		
32. <u>The Company has robust and transparent director election procedures and succession plans in place</u>	1 2 3 4 5	
33. <u>Board members are elected according to the Company's board diversity policy and assessment standards</u>	1 2 3 4 5	
34. <u>The board member election procedures take into account performance assessment of individual directors</u>	1 2 3 4 5	<u>New corporate governance roadmap and strategic goal #5</u>
35. <u>The board member election procedures shall take into account the Company's actual requirements and skills, knowledge and experiences of individual directors; independent directors who have served 3 consecutive terms shall be assessed for compromise of independence (For example: award 5 points if none of the independent directors serve on three boards; 4 points if one of them serves on three boards; or 3 points if two of them serve on three boards. Reduce score further for any additional long-service independent directors.)</u>	1 2 3 4 5	<u>Amended to conform with Article 5 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies</u>
36. <u>The board provides appropriate instructions to new directors coming onboard, so that they may quickly familiarize with the duties involved and the Company's operations</u>	1 2 3 4 5	
37. <u>Directors participate in courses outside of their own expertise, and complete appropriate number of training hours on a yearly basis (e.g.: 5 for 6 hours of training or higher; 4 for 3~5 hours of training; 2 for 1~3 hours of training; and 1 for no training)</u>	1 2 3 4 5	



Assessment criteria	Assessment outcome (Low----High)	Note
38. <u>The Company</u> maintains director training hours on record and supports a sustainable growth plan that helps directors enhance knowledge and skills	1 2 3 4 5	
<b>E. Internal control(10%)</b>		
39. <u>The board has duly</u> incorporated the management's risk assessments and controls as part of its decision-making process	1 2 3 4 5	
40. <u>The board is able to</u> assess and supervise the effectiveness of the Company's internal control system and risk management practices	1 2 3 4 5	
41. The internal control system approved by the board <u>does</u> contain five major elements/principles and covers all operating activities and transaction cycle controls	1 2 3 4 5	
42. The Company's chief internal auditor is invited to board meetings where they present their internal audit reports; audit reports (including follow-up reports) are delivered or notified to independent directors according to policy	1 2 3 4 5	
43. <u>Appointment, dismissal, assessment, and compensation of internal auditors shall be approved either by the board of directors or by the Chairman with the recommendation of the chief internal auditor</u>	1 2 3 4 5	New corporate governance roadmap and strategic goal #7
44. Where non-audit service is provided by CPAs, the Company makes appropriate arrangements to ensure objectivity and independence of the CPAs	1 2 3 4 5	
45. Directors' understanding and supervision over the Company's accounting system, financial position, financial statements, audit report and follow-up tracking	1 2 3 4 5	
<b>F. Other aspects (to be added as deemed appropriate)</b>		
Other supplementary explanations (such as <u>recommendation to board functions</u> )		

Assessment criteria	Assessment outcome (Low----High)	Note
<b>Overall comment</b>	<input type="checkbox"/> Extremely poor (0~59 points) <input type="checkbox"/> Poor (60~69 points) <input type="checkbox"/> Satisfactory (70~79 points) <input type="checkbox"/> Good (80~89 points) <input type="checkbox"/> Excellent (90~100points) Improvement plans for score less than 70: _____ .	(Assessment by Chairman)

Note 1: Questionnaire items are assessed using corporate governance evaluation indicators °.

Note 2: Use the remarks column for more detailed explanation if the indicators do not fully reflect the assessment outcome.

Note 3: The period of assessment is January 1 to December 31 of the year assessed.

Note 4: Assessments are to be completed before the first quarter of the year following the period of assessment.

Note 5: Assessment results are presented in 5 tiers. Description of assessment tiers is as shown below:

Score tier	Number 1: Very poor (Strongly disagree)	Number 2: Poor (Disagree)	Number 3: Adequate (Neutral)	Number 4: Good (Agree)	Number 5: Excellent (Strongly disagree)
Score	1 point	2 points	3 points	4 points	5 points

Score is calculated as the sum of individual indicator scores A-E.

Calculation for individual indicators A-E is explained below:

(Sum of self-assessed scores for individual indicator /total score for the indicator) \* indicator weight

## Pili International Multimedia Co., Ltd. OOO Board Member Self-Assessment

Item	Result	Note
<b>A. Comprehension of the Company's targets and missions (20%)</b>		
1. The directors have <u>duly</u> comprehended the Company's core values within the Company (e.g. discipline, mission, honor and vision) and are able to set clear strategic goals	1 2 3 4 5	
2. Directors have developed clear understanding of all strategic goals set by the Company	1 2 3 4 5	
3. Directors have <u>thoroughly</u> comprehended the characteristics and risks associated with the Company's industry	1 2 3 4 5	
<b>B. Directors' duty awareness (20%)</b>		
4. Directors have fully comprehended their statutory obligations	1 2 3 4 5	
5. Directors have <u>duly</u> fulfilled confidentiality obligations with respect to all insider information obtained while exercising director authority	1 2 3 4 5	
6. Directors have <u>duly</u> fulfilled confidentiality obligations with respect to all insider information obtained while exercising director authority	1 2 3 4 5	
<b>C. Level of participation in the Company's operations(20%)</b>		
7. Directors' actual attendance (excluding proxy attendance) at board meetings (e.g.: 5 for 100% attendance rate; 4 for 80%; 3 for 70%; 2 for 60%; and 1 for 60% and below)	1 2 3 4 5	
8. Directors had <u>duly read</u> and <u>comprehended</u> conference materials prior to convention of meeting; <u>these conference materials provided directors with the adequate knowledge needed to perform their duties in board meetings</u>	1 2 3 4 5	
9. Directors have committed adequate amount of time into board-related affairs	1 2 3 4 5	
10. Directors have made noticeable contributions in board meetings, such as offering practical recommendations on the motions proposed for discussion	1 2 3 4 5	

Item	Result	Note
11. For any meeting minutes received, the directors <u>thoroughly</u> comprehend the details recorded <u>to confirm</u> that it <u>appropriately documents the matters discussed</u> as well as opinions or concerns from <u>individuals or groups</u>	1 2 3 4 5	
12. Directors possess clear understanding of the Company, the management team and the industry the Company operates in <u>to facilitate professional and appropriate judgments</u>	1 2 3 4 5	
13. Directors have duly assessed and monitored existing as well as potential risks, and discussed regularly about the execution of internal control system	1 2 3 4 5	
14. Directors do not assume concurrent director/supervisor duties in multiple companies (e.g. 5 for no concurrent duty; 4 for concurrent duty in 1 public company; 3 for concurrent duties in 2 public companies; 2 for concurrent duties in 3 public companies; and 1 for concurrent duties in 4 public companies or above)	1 2 3 4 5	
<b>D. Internal relations management and communication (20%)</b>		
15. Directors have maintained sound interaction with the management team	1 2 3 4 5	
16. Directors are able to communicate with each other in a proper manner	1 2 3 4 5	
17. Directors <u>have fully</u> communicated with financial statement auditors	1 2 3 4 5	
<b>E. Professionalism and ongoing education of directors (10%)</b>		
18. Directors possess the expertise needed to form board decisions	1 2 3 4 5	
19. Directors <u>participate in courses outside of their own expertise</u> , and complete <u>appropriate</u> number of training hours on a yearly basis (e.g.: 5 for 6 hours of training or higher; 4 for 3~5 hours of training; 2 for 1~3 hours of training; and 1 for no training)	1 2 3 4 5	
20. Directors <u>are committed</u> to enhancing professional knowledge and skills on an ongoing basis (e.g.: 5 for 6 hours of training or higher; 4 for 3~5 hours of training; 2 for 1~3 hours of training; and 1 for no training)	1 2 3 4 5	
<b>F. Internal control (10%)</b>		
21. Directors <u>have duly</u> avoided involvement for any motion that requires avoidance of conflicting interest	1 2 3 4 5	

Item	Result	Note
22. Directors <u>have</u> assessed <u>and</u> supervised the effectiveness of the Company's internal control system and risk management practices	1 2 3 4 5	
23. Directors <u>are capable</u> of understanding and supervising the Company's accounting system, financial position, financial statements, audit report and follow-up tracking	1 2 3 4 5	
<b>G. Other aspects (to be added as deemed appropriate)</b>		
Other supplementary explanations (E.g.: Contribution to the Company's operations)	[Bonus question: 1 additional point for every item mentioned, up to a maximum of 3]	
<b>Overall comment</b>	<input type="checkbox"/> Extremely poor (0~59 points) <input type="checkbox"/> Poor (60~69 points) <input type="checkbox"/> Satisfactory (70~79 points) <input type="checkbox"/> Good (80~89 points) <input type="checkbox"/> Excellent (90~100points) Improvement plans for score less than 70: _____	

Note 1: Questionnaire items are assessed using corporate governance evaluation indicators.

Note 2: Use the remarks column for more detailed explanation if the indicators do not fully reflect the assessment outcome.

Note 3: The period of assessment is January 1 to December 31 of the year assessed.

Note 4: Assessments are to be completed before the first quarter of the year following the period of assessment.

Note 5: Assessment results are presented in 5 tiers. Description of assessment tiers is as shown below:

Scores: 1 - Extremely poor (Strongly disagree); 2 - Poor (Disagree); 3 - Satisfactory (Neither agree/disagree); 4 - Good (Agree); 5 - Excellent (Strongly agree).

Director: \_\_\_\_\_ (Signature and date signed)

**Pili International Multimedia Co., Ltd. \_\_\_\_ Functional Committee  
Performance Self-assessment Questionnaire**

Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
1. Members' overall attendance (excluding proxy attendance) at functional committee meetings Good(e.g.: 5 for 100% attendance rate; 4 for 80%; 3 for 70%; 2 for 60%; and 1 for 60% and below)	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
2. The members had read and comprehended conference materials prior to convention of meeting	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
3. Each member has made noticeable contributions in functional committee meetings	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
4. Each functional committee convenes meetings on a regular basis (E.g.: Assign rating of 3 - Adequate for having convened the required number of meetings stated in the functional committee foundation principles; add 1 point for every additional meeting convened, and average the scores of all functional committees)	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
<b>A. Awareness towards duties of the functional committee(30%)</b>				
5. Duties of each functional committee are clearly and appropriately defined	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
6. Functional committees are able to assess and monitor existing as well as potential risks	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
7. Functional committees are able to raise proposals for discussion by the board of directors in a timely, professional and objective manner to support the board's decision-making	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
8. The Audit Committee has fully communicated with financial statement auditors (Meetings have to be convened for discussion in the event of new accounting standards or major financial statement adjustments)	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
9. The Audit Committee conducts regular assessments on the independence and suitability of its CPAs	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
10. The Remuneration Committee stipulates and reviews regularly the compensation policies, systems, standards and structures, and performance of directors and managers.(Directors' and managers' compensation should not deviate from financial performance by a significant degree)	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
11. The Remuneration Committee regularly reviews and seeks board's approval for director performance assessment standards, and proposes director remuneration based on assessment outcome	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
<b>B. Improvements to the quality of decisions made by the functional committee(20%)</b>				
12. <u>The Nomination Committee has specified the level of professional knowledge, technical expertise, and experience required on board members, supervisors, and senior managers, as well as diversity (e.g. gender) and independence standards to be followed; these principles are adopted during the committee's search, review, and nomination of director/supervisor/senior manager candidates</u>	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
13. Functional committees are given adequate time for discussion	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
14. The motions referred to functional committees for discussion are considered appropriate	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
15. Members have duly avoided involvement for any motion that requires avoidance of conflicting interest; avoidance of conflicting interest is also detailed in meeting minutes(Audit Committee or Remuneration Committee are required to provide explanations for any motion that concerns their own interests. Independent directors are required to disassociate from discussion and voting if the stakes involved are in conflict against the Company's favor, and may not exercise voting rights on	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	



Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
behalf of other members in this situation)				
16. Functional committee meeting minutes have adequately recorded the discussions made as well as opinions or concerns from individuals or groups	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
17. Functional committee meeting resolutions have been properly executed and followed up	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
18. Each functional committee has conducted performance assessments in a regular and efficient manner	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
<b>C. Composition of the functional committee and selection of committee members(10%)</b>				
19. Composition of functional committee is considered appropriate and members are deemed to have possessed the professional qualities needed for decision-making	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
20. Members of the functional committee have maintained independence over the course of their service	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
21. Members of functional committee are selected according to the Company's actual requirements, and take into account the skills, knowledge	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
and experience of individual directors as well as performance assessment of the functional committee as a whole				
<b>D. 内部控制(10%)</b>				
22. The Audit Committee is able to assess and supervise the effectiveness of the Company's internal control system and risk management practices	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
23. The Nomination Committee has devised directors training programs and succession plans for directors and senior managers, which are reviewed on a regular basis	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
24. The Audit Committee is capable of understanding and supervising the Company's accounting system, financial position, financial statements, audit report and follow-up tracking	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	
<b>E. Other aspects (to be added as deemed appropriate)</b>				
Other supplementary explanations (such as recommendation to functional committee operations)				

Assessment criteria	Compensation Committee	Audit Committee	Corporate Governance and Nomination Committee	Note
	Assessment outcome (Low----High)	Assessment outcome (Low----High)	Assessment outcome (Low----High)	
<b>A.Comprehension of the Company's targets and missions (20%)</b>				
<b>Overall comment</b>	<input type="checkbox"/> Extremely poor (0~59 points) <input type="checkbox"/> Poor (60~69 points) <input type="checkbox"/> Satisfactory (70~79 points) <input type="checkbox"/> Good (80~89 points) <input type="checkbox"/> Excellent (90~100points) Improvement plans for score less than 70: _____.		(Assessment by Chairman)	

Note 6:Functional committee performance assessments shall at least include the Audit Committee and the Remuneration Committee. Questionnaire items should be assessed using corporate governance evaluation indicators.

Note 7:Use the remarks column for more detailed explanation if the indicators do not fully reflect the assessment outcome.

Note 8:The period of assessment is January 1 to December 31 of the year assessed.

Note 9:Assessments are to be completed before the first quarter of the year following the period of assessment.

Note 10:Assessment results are presented in the 5 tiers described below:

Scores: 1 - Extremely poor (Strongly disagree); 2 - Poor (Disagree); 3 - Satisfactory (Neither agree/disagree); 4 - Good (Agree); 5 - Excellent (Strongly agree).

Score tier	Number 1: Very poor (Strongly disagree)	Number 2: Poor (Disagree)	Number 3: Adequate (Neutral)	Number 4: Good (Agree)	Number 5: Excellent (Strongly disagree)
Score	1 point	2 points	3 points	4 points	5 points

Score is calculated as the sum of individual indicator scores A-E.

Calculation for individual indicators A-E is explained below:

(Sum of self-assessed scores for individual indicator /total score for the indicator) \* indicator weight