

Methods to Evaluate Performance of the Board of Dir

the assessed unit and shall pay fair objectivity and independent role

The execution unit for the assessment of function committees shall be adjusted based on the departmental organization of the Company and the assessment shall be performed by different execution units due to the difference in the operating situation of each function committee. Such execution unit shall be fair, objective and shall be a person or unit without any direct interest in the operation of the assessed unit. If the Company has a corporate governance committee or nomination committee composed of independent directors, it is advisable for such committee to be the execution unit of such assessment.

Article Assess ment Procedure

The assessment procedure for the performance of the board of directors of the Company is as follows:

1. Confirm the assessed unit, assessment period and scope for the current year, such as board of directors, individual board members, each function committee, etc.

2. Confirm the assessment manner, such as internal self-assessment by the board of directors, self-assessment, on-site assessment or peer assessment by board members, peer assessment, assessment by external professional institution or expert, etc.

3. Selection of proper assessment execution unit

4. Each assessment unit will collect information related to the activities of the board of directors and issue relevant self-assessment questionnaires to be completed. After the information is collected by the consolidating execution unit or the secretariat of the board of directors, the report shall be prepared showing assessment results based on the scoring standards from assessment, each year under these Methods and submitted to the board of directors for review and improvement.

Article 7 External Professional Institution and Expert

The external assessment institution or the team of external experts and scholars arranged by the Company to perform board of directors performance assessment shall comply with the following:

1. External assessment institution or team of experts and scholars shall be professional and independent.

2. External assessment institutions shall be independent institutions or management consulting companies providing relevant services such as education, training, programs for board of directors and corporate governance improvement services. A team of external experts and scholars shall hire the best experts or scholars in the domain of board or corporate governance to assess the execution status of the

perform performance assessment of the board of directors of the Company and to prepare the term assessment analysis report

Article Assess ment Bench mark and Scoring Standards

The Company shall establish the board of directors performance assessment evaluation items in consideration of the Company's situation and needs which shall include the following aspects

- ▶ Le e of participation in the operation of the Company
- ▶ I mpro e ment of the quality of board decisions
- ▶ Co position and structure of the board of directors
- 4 Se ection and continued e arning of directors
- ▶ Intern l contro

E valuation items for self or peer performance assessment of the board members shall include the following aspects

- ▶ nderst anding of the Company's objectives and missions
- ▶ A areness of directors' duties

Le e of participation in the operations of the Company

- 4 Intern l relationship operations and communications
- ▶ Directors' professionalism and continued e arning
- ▶ Intern l contro

E valuation items for the performance assessment of functional committees shall include the following aspects

- ▶ Le e of participation in the operations of the Company
- ▶ A areness of the duties of functional committees
- ▶ I mpro e ment of the quality of decisions by the functional committees
- 4 Co position of functional committees and selection of members
- ▶ Intern l contro

Bench marks of board of directors performance assessment shall be consistent with the operations and needs of the Company and shall be fit es contents for the Company's execution of performance assessment. Such bench marks shall be re ie ed and suggestions shall be proposed regu larly

Scoring standards shall be adjusted and e ended in accordance with the Company's needs. Scoring shall also be e ighted esed on various evaluation aspects

Article 9 it i z ation of Assessment Results

The results of the performance assessment on the board of directors of the Company shall be used as reference for selection or non-in ation of directors. The board performance assessment results shall also be used as reference in the determination of

shareholder remuneration

Article 10 Annual Report Information Disclosure

It is disclosed for the Company to disclose in its annual report whether it has established board of directors performance assessment methods and to disclose the execution status of the annual board of directors performance assessment with an explanation of the manner of assessment

If the Company's board of directors performance assessment is performed by an external institution or expert, the name of the external assessment institution or expert and statement of the expert's expertise shall be disclosed in the annual report. It shall also be stated as to whether or not such external institution or expert has business dealings with the Company and whether or not they are independent

Article 11 Manner of Disclosure

The performance assessment methods established by the Company shall be fully disclosed in the Market Orientation Post System and the website of the Company for consultation

Article 12 Implementation

These Methods are implemented for ongoing discussions and approved by the board of directors. The same shall be applicable in case of amendment

These Methods were established on January 7. The first amendment was made on 9 October 2019