

CHEM

Board Performance Evaluation Result 2021

1. This Evaluation Criteria is in accordance with the Board of Directors Performance Evaluation Guidelines.
2. The board of directors of the company shall carry out internal performance evaluation of the board of directors at least once a year.
3. The Duration of Evaluation is from Jan. 1. 2021 to Dec. 31. 2021.
4. The Scope of Evaluation includes the performance evaluation of the board itself, the individual board members and the functional committee.
5. The Evaluation includes the self-evaluated performance of the board, the self-evaluated performance of the board members themselves individually, and the performance evaluation of the functional committees. The scoring standard of evaluation for each item evaluated is shown as indicators as followed: Excellent(5), Very good(4), Good(3), Fair(2), Improvement Needed (1).
6. The result of Evaluation for 2021 has been submitted to the 23rd, 13th Board Meeting on Jan 21, 2022. The result is now concluded as below.

a. The Self-Evaluated Performance of the Board

The performance evaluation of the board includes 6 aspects with 45 indicators. The result shows the board itself had fulfilled responsibilities to guide and supervise the company's strategy, major business and risk management, and was able to establish an appropriate internal control system to meet the requirements and standard of corporate governance.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Level of Participation in the Company Operation	12 Items	4.67
B. Quality of Board Decision and Enhancement	12 Items	4.83
C. Board Composition and The Structure	7 Items	5.00
D. Election of The Board Members and Continuing Education	7 Items	4.71

E. Internal Control	7 Items	5.00
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b. The Self-Evaluated Performance of the Board Members

The performance evaluation of the board includes 6 aspects with 23 indicators. The result shows the directors of the Board received positive results for efficiency and effectiveness.

- Self-Evaluation by the director of the board – Yi-Fu Jiang: Excellent (5) for 20 items and Very good (4) for 3 items.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	5
B. Understanding for the responsibility as a director of the board	3 Items	5
C. Level of Participation in the Company Operation	8 Items	5
D. Internal Relations Management and Communication	3 Items	4.67
E. Professions as a Board Member and Continuing Education	3 Items	4.33
F. Internal Control	3 Items	5

- Self-Evaluation by the director of the board – Ming Xian Weng: Excellent (5) for 8 items and Very good (4) for 15 items.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	4.33
B. Understanding for the responsibility as a director of the board	3 Items	4.6
C. Level of Participation in the Company Operation	8 Items	4.25
D. Internal Relations Management and Communication	3 Items	4.33
E. Professions as a Board Member and Continuing Education	3 Items	4.33
F. Internal Control	3 Items	4.33

- Self-Evaluation by the director of the board –Hui-Chuan Kuo: Excellent (5) for 20 items and Very good (4) for 3 items.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
G. Mastery of the company's goals and tasks	3 Items	5
H. Understanding for the responsibility as a director of the board	3 Items	5
I. Level of Participation in the Company Operation	8 Items	4.88
J. Internal Relations Management and Communication	3 Items	5
K. Professions as a Board Member and Continuing Education	3 Items	4.33
L. Internal Control	3 Items	5

- Self-Evaluation by the director of the board –Jin-Tiao Wu: Excellent (5) for 17 items and Very good (4) for 5 items, Fair (2) for 1 items. Wu has been in charge of the international business and was not able to return to Taiwan for Board Meetings due to the impact brought by COVID-19.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	5
B. Understanding for the responsibility as a director of the board	3 Items	5
C. Level of Participation in the Company Operation	8 Items	4.5
D. Internal Relations Management and Communication	3 Items	4.67
E. Professions as a Board Member and Continuing Education	3 Items	4.67
F. Internal Control	3 Items	4.67

- Self-Evaluation by the director of the board – Wei-Chuan Chang: Excellent (5) for 4 items and Very good (4) for 19 items.

6 Aspects of Self-Evaluation	Numbers of Items for	Results
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	Evaluation	
A. Mastery of the company's goals and tasks	3 Items	4
B. Understanding for the responsibility as a director of the board	3 Items	4.33
C. Level of Participation in the Company Operation	8 Items	4.25
D. Internal Relations Management and Communication	3 Items	4.00
E. Professions as a Board Member and Continuing Education	3 Items	4.00
F. Internal Control	3 Items	4.33

- Self-Evaluation by the director of the board – Fu-Nien Chiang: Excellent (5) for 16 items and Very good (4) for 7 items.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	5
B. Understanding for the responsibility as a director of the board	3 Items	5
C. Level of Participation in the Company Operation	8 Items	4.75
D. Internal Relations Management and Communication	3 Items	4.67
E. Professions as a Board Member and Continuing Education	3 Items	4.33
F. Internal Control	3 Items	4.33

- Self-Evaluation by the director of the board – Gene-Tzn Chen: Excellent (5) for 22 items and Very good (4) for 4 items. Chen had also stated, “I perform the duties and fulfill the responsibilities as an independent director in accordance with the law of corporations and corporate governance.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	5
B. Understanding for the responsibility as a director of the board	3 Items	5

C. Level of Participation in the Company Operation	8 Items	4.88
D. Internal Relations Management and Communication	3 Items	5
E. Professions as a Board Member and Continuing Education	3 Items	5
F. Internal Control	3 Items	5

- Self-Evaluation by the director of the board –Sing-San Pai: Excellent (5) for 9 items, Very good (4) for 13 items and Good (3) for 1 item.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	4
B. Understanding for the responsibility as a director of the board	3 Items	4.33
C. Level of Participation in the Company Operation	8 Items	4.25
D. Internal Relations Management and Communication	3 Items	4.33
E. Professions as a Board Member and Continuing Education	3 Items	4.33
F. Internal Control	3 Items	4.33

- Self-Evaluation by the director of the board –Horng-Chi Chen: Excellent (5) for 13 items and Very good (4) for 10 items.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Mastery of the company's goals and tasks	3 Items	4.67
B. Understanding for the responsibility as a director of the board	3 Items	5
C. Level of Participation in the Company Operation	8 Items	4.5
D. Internal Relations Management and Communication	3 Items	4
E. Professions as a Board Member and Continuing Education	3 Items	5
F. Internal Control	3 Items	4.33

c. The Self-Evaluated Performance of the Audit Committee

The performance evaluation of the Audit Committee includes 5 aspects with 22 indicators. The overall performance is positive and well-maintained for operation, and meets the standard of corporate governance for board functions enhancement.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Level of Participation in the Company Operation	4 Items	5
B. Understanding for the responsibility as a member of functional committee	5 Items	5
C. Quality of Committee Decision and Enhancement	7 Items	5
D. Board Composition and The Election of the Members	3 Items	5
E. Internal Control	3 Items	5

d. The Self-Evaluated Performance of Salary and Compensation Committee

The performance evaluation of the **Salary and Compensation Committee** includes 5 aspects with 19 indicators. The overall performance is positive and well-maintained for operation, and meets the standard of corporate governance for board functions enhancement.

6 Aspects of Self-Evaluation	Numbers of Items for Evaluation	Results
A. Level of Participation in the Company Operation	4 Items	5
B. Understanding for the responsibility as a member of functional committee	5 Items	5
C. Quality of Committee Decision and Enhancement	7 Items	5
D. Board Composition and The Election of the Members	3 Items	5
E. Internal Control	3 Items	5