

Performance Evaluation of the Board of Directors - 2020

1. The Board of the Company has approved “Measures for Performance Evaluation of the Board of Directors” on August 04, 2020.
2. The performance evaluation of the Board, directors, Remuneration Committee, and Audit Committee will be implemented by The Human Resource Division anonymously on November 3, 2020. The H.R Div. will present the results of performance evaluation and propose the advanced measures to the directors at Board meeting held on March 2021.
3. The items and results are presented as below, the minimum point is 1, up to 5 points.

(1) The performance evaluation of the Board:

Items	Average Points	Level
Degree of participation in the operation of the Company	5.0	Excellent
Enhancing the quality of decision making of the Board of Directors	4.9	Excellent
Composition and structure of the Board of Directors	5.0	Excellent
Election and continuing education of directors	4.9	Excellent
Internal Control	4.9	Excellent

(2) The performance evaluation of the Board of directors:

Items	Average Points	Level
Controlling the target and mission of the Company	4.9	Excellent
Acknowledgement of the duties and responsibilities of the directors	4.9	Excellent
Degree of participation in the operation of the Company	4.9	Excellent
Internal management and communication	4.7	Excellent
Election and continuing education of directors	5.0	Excellent
Internal Control	4.9	Excellent

(3) The performance evaluation of the Remuneration Committee:

Items	Average Points	Level
Degree of participation in the operation of the Company	4.9	Excellent
Acknowledgement of the duties and responsibilities of the functional committee	4.9	Excellent
Enhancing the quality of decision making of the functional committee	4.9	Excellent
Composition and structure of the functional committee	4.8	Excellent
Internal Control	4.8	Excellent

(4) The performance evaluation of the Audit Committee:

Items	Average Points	Level
Degree of participation in the operation of the Company	4.9	Excellent
Acknowledgement of the duties and responsibilities of the functional committee	4.8	Excellent
Enhancing the quality of decision making of the functional committee	5.0	Excellent
Composition and structure of the functional committee	4.8	Excellent
Internal Control	4.6	Excellent