

Compal Electronics, Inc. 2020 Self-Evaluation of the Board of Directors and Functional Committees Performance

The Board of Directors enacted the “Rules of Self-Evaluation of the Board of Directors and Functional Committees Performance” on March 30, 2020. The performance evaluation scope covers of the individual directors, Board of Directors, Audit Committee and Remuneration Committee. The unit responsible for evaluation will then collect all information, give scores, record the evaluation results, submit the Remuneration Committee analytical review and report to the Board of Directors for discussion and improvement. The results of performance evaluation to the Board of Directors shall be used as reference in determining compensation for individual Directors, their nomination and additional office term.

The performance evaluation period of 109 years is from June 1, 2019 to May 31, 2020, have report the Board the implementation result on August 12, 2020. The self-evaluation result will be divided into 1~5 scores, Number 1: Bad (Totally disagree); Number 2: Poor (Disagree); Number 3: Fair (Average); Number 4: Good (Agree); Number 5: Excellent (Totally agree)

- The self-evaluation performance of the individual board members as follows:

Five aspects evaluation	Avg. score	Evaluation level
1.Understanding of company goals and missions	4.51	Good
2.Director's understanding of their duties and responsibilities	4.78	Good
3.Participation in the company's operation	4.50	Good
4.Internal relation maintenance and communications	4.56	Good
5.Election of directors and continued knowledge development	4.02	Good
6.Internal control	4.71	Good
Total average	4.51	Good

- The self-evaluation performance of the Board of Directors as follows:

Five aspects evaluation	Avg. score	Evaluation level
1.Participation in the company's operation	4.75	Good
2.Improvement on the quality of the Board's decision making	5.00	Excellent
3.Makeup and structure of the Board of Directors	4.57	Good
4.Election of Directors and continued knowledge development	4.43	Good
5.Internal control	5.00	Excellent
Total average	4.78	Good

- The self-evaluation performance of the Audit Committee as follows:

Five aspects evaluation	Avg. score	Evaluation level
1.Participation in the company's operation	4.75	Good
2.Awareness of the duties of the Audit Committee;	5.00	Excellent
3.Improvement of quality of decisions made by the Audit Committee;	5.00	Excellent
4.Makeup of the Audit Committee and election of its members	5.00	Excellent
5.Internal control	5.00	Excellent
Total average	4.95	Excellent

- The self-evaluation performance of the Remuneration Committee as follows:

Four aspects evaluation	Avg. score	Evaluation level
1.Participation in the company's operation	4.25	Good
2.Awareness of the duties of the Remuneration Committee;	4.40	Good
3.Improvement of quality of decisions made by the Remuneration Committee;	4.86	Good
4.Makeup of the Remuneration Committee and election of its members	5.00	Excellent
Total average	4.63	Good