

First Financial Holding Co., Ltd. OOO Year Board and Individual Director Performance Evaluation Questionnaire (Qualitative)

First amendment on December 13, 2018

Second amendment on November 21, 2019

Instructions: The questionnaire covers five major aspects, and each is evaluated with qualitative and quantitative measures. The evaluation standards for "qualitative measures" and "quantitative measures" are "5 points" (outstanding), "4 points" (good), "3 points" (average), "2 points" (improvements required), and "1 point" (poor). Please complete your self-evaluation by using qualitative measures. The evaluation using qualitative measures will be conducted by the Board's administrative unit with related information and data.

I. Degree of participation in Company operations, recognition of duties, management of internal relations, and communication		
	Evaluation standards	Notes
Qualitative measures		
1. Do the board and board members understand their respective duties and obligations?	1 2 3 4 5	
2. Does the board emphasize regulation compliance and understand its legal obligations?	1 2 3 4 5	
3. Do the board members clearly understand the Company, the management team of the Company, and the industrial characteristics and internal and external risks that the Company is subject to?	1 2 3 4 5	
4. Does the board regularly inspect the Company's operational performance and keep track of each unfavorable trend?	1 2 3 4 5	
5. Does the board authentically assess and monitor the existing or potential risks in the Company?	1 2 3 4 5	
6. Does the board promote regulations related to corporate governance or corporate social responsibility to improve the Company's governance and image?	1 2 3 4 5	
7. Does the board have good interactions with the management team?	1 2 3 4 5	
8. Does the board member maintain good communication with other board members?	1 2 3 4 5	
9. Do the directors fully communicate and interact with CPAs?	1 2 3 4 5	
10. Can the board members loyally and honestly execute businesses, exercise the due care of a good administrator, and fulfill their duties in a highly disciplined and cautious manner?	1 2 3 4 5	

11. Do the board members understand the motions before each meeting and actively participate in related discussions?	1 2 3 4 5	
12. Does the board member invest sufficient time in board affairs?	1 2 3 4 5	
13. Has the board member made effective contributions to the board (e.g., provided specific recommendations to motions)?	1 2 3 4 5	
14. Do the board members honor their confidentiality obligations regarding the information they obtain when fulfilling their duties?	1 2 3 4 5	
15. Do the directors provide information related to the change of related persons, as defined in Articles 44 and 45 of the Financial Holding Company Act, in an active/timely manner?	1 2 3 4 5	
II. Improvement to the board's decision quality and understanding of goals and tasks		
	Evaluation standards	Notes
Qualitative measures		
16. Are the discussions and procedures for creating the Company's strategic plan and annual budget appropriate?	1 2 3 4 5	
17. Is the information provided to the board complete, timely, and of a certain degree of quality, so that the board (including independent directors) can successfully fulfill its duty?	1 2 3 4 5	
18. Does the board have sufficient time for reading information on motions and sufficient company resources to help it understand the contents of motions submitted for discussion?	1 2 3 4 5	
19. Are the motions submitted to the board appropriate?	1 2 3 4 5	
20. Is the time taken for board meetings sufficient?	1 2 3 4 5	
21. Is appropriate discussion time allocated to each item on the agenda of board meetings to provide directors with sufficient time for discussion?	1 2 3 4 5	
22. Does the board provide effective communication channels that enable communication with the independent directors?	1 2 3 4 5	
23. Are directors/independent directors trusted or supported by other board members when they exercise their powers and obligations?	1 2 3 4 5	
24. Do the board's meeting minutes appropriately record	1 2 3 4 5	

the content of discussion as well as individual and group opinions?		
25. Do the directors understand the Company's core values (discipline, mission, honor, vision, etc.) and set clear strategic goals for the Company?	1 2 3 4 5	
26. When a motion requires recusal of some directors due to conflict of interest, do the directors recuse themselves at their discretion or does the chairperson ask them to do so, and is it included in the meeting minutes?	1 2 3 4 5	
27. Do the directors read meeting minutes when they receive them?	1 2 3 4 5	
III. Board organization and structure		
	Evaluation standards	Notes
Qualitative measures		
28. Do the existing functional committees have the ability to carry out the duties committed to them by the board?	1 2 3 4 5	
29. Does the Company set and implement the board diversity policy according to its development needs?	1 2 3 4 5	
IV. The election of the directors and their professional and continuing education		
	Evaluation standards	Notes
Qualitative measures		
30. Based on the Company's actual current needs, do the board members at this stage have the professional skills, knowledge, and experience required to execute the board's decisions?	1 2 3 4 5	
31. Does the composition of the board meet the Company's board diversity policy?	1 2 3 4 5	
32. Is the director selection process rigorous and transparent enough?	1 2 3 4 5	
33. Are the new directors provided with related information that explains their responsibilities and familiarizes them with the Company's operation and environment?	1 2 3 4 5	
34. Does the Company provide the directors with information related to continuing education courses and record their continuing education hours so that the directors can increase their knowledge and skills?	1 2 3 4 5	
V. Internal control		

	Evaluation standards	Notes
Qualitative measures		
35. Does the board effectively evaluate and monitor the effectiveness of each internal control system?	1 2 3 4 5	
36. Does the internal control system approved by the board contain the Five Components/Principles and cover all control processes in the operation cycle?	1 2 3 4 5	
37. In the Company's annual voluntary inspection of the effectiveness of the internal control system design and execution, is it true that the board did not issue a disclaimer regarding material weaknesses that exist in the internal control system?	1 2 3 4 5	
38. Does the Company's audit manager/audit general attend the board meetings, report on internal audits, and submit the audit reports (including follow-up reports) to each independent director per the regulations?	1 2 3 4 5	
39. Does the board understand and monitor the Company's accounting system, financial condition, financial reports, audit reports, and related follow-ups?	1 2 3 4 5	
40. When the CPA provides non-audit services, are there appropriate arrangements made to ensure the objectivity and independence of the CPA?	1 2 3 4 5	
VI. Other supplementary information		
Recommendations for improving the operations of the board or other opinions		

Director: _____ (Signature and date)