

First Financial Holding Co., Ltd. 000 Year Board and Individual Director Performance Evaluation Questionnaire (Quantitative)

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). The evaluation using qualitative measures will be conducted by the board's administrative unit based on related information and data.

I. Degree of participation in Company operations, recognition of duties, management of internal relations, and communication						
					Evaluation standards	Notes
Quantitative measures						
1. Is the transfer of stocks by the directors conducted in accordance with Articles 22-2 and 25 of the Securities and Exchange Act?	1	2	3	4	5	
2. Is it true that the chairperson, the board members, or the managers have not been charged with any violation of the Securities and Exchange Act, Company Act, Banking Act, Financial Holding Company Act, Commercial Account Law, Futures Trading Law and Insurance Act, or a crime of corruption, malfeasance, fraud, or breach of trust and conversion?	1	2	3	4	5	
3. Is the actual attendance rate of all directors of the board above 80%?	1	2	3	4	5	
4. Is the actual attendance rate of individual directors of the board above 80%?	1	2	3	4	5	
5. Have agenda items that require discussions in board meetings been discussed in board meetings attended by all independent directors?	1	2	3	4	5	
6. Are at least half of all directors (including at least one independent director) in attendance at the general shareholders' meeting?	1	2	3	4	5	
7. Does the chairman attend the general shareholders meeting in person?	1	2	3	4	5	
8. Is the average equity pledge ratio of the directors 50% or less?	1	2	3	4	5	
II. Improvement to the board's decision quality and understanding of goals and tasks						
					Evaluation standards	Notes
Quantitative measures						
9. Does the board regularly implement performance evaluations?	1	2	3	4	5	

10. Are there six or more board meetings held every year?	1	2	3	4	5	
11. Does the Board assess the independence of the CPAs on a regular basis (at least once a year)?	1	2	3	4	5	
12. Is each resolution of a board meeting followed up on?	1	2	3	4	5	
13. Have at least two independent directors attended each board meeting in person?	1	2	3	4	5	
14. Has the company established functional committees in addition to legally required committees with at least three members, more than half of which are independent directors?	1	2	3	4	5	
III. Board organization and structure						
	Evaluation standards					Notes
Quantitative measures						
15. Is the number of employees of the company or its subsidiary companies less than one third (inclusive) of the director seats of the board?	1	2	3	4	5	
16. Does the board have at least one female independent director and do directors of any gender account for at least one quarter of all directors?	1	2	3	4	5	
17. Does the Board have independent directors that meet the headcount requirements?	1	2	3	4	5	
18. Is it true that the Company's independent directors serve no more than three consecutive terms?	1	2	3	4	5	
19. Is it true that the Company's independent directors do not hold more than three concurrent posts as an independent director at other listed companies or more than four concurrent posts as a (independent) director or a supervisor at TSEC and OTC listed companies?	1	2	3	4	5	
20. Is it true that no more than two directors of the Company have a spousal or familial relationship within the second degree of kinship with any other director so as to ensure the objective and independent operations of the board members?	1	2	3	4	5	
21. Has the Company set up an Audit Committee in compliance with the regulations?	1	2	3	4	5	
22. Has the Company set up a Remuneration Committee with more than half of the members being independent directors?	1	2	3	4	5	
IV. The election of the directors and their professional and continuing education						
	Evaluation standards					Notes
Quantitative measures						

23. Do the directors continue their professional education and achieve the annual continuing education hours suggested?	1 2 3 4 5	
24. Does the Company purchase liability insurance for all directors?	1 2 3 4 5	
V. Internal control		
	Evaluation standards	Notes
Quantitative measures		
25. Do the directors interview internal auditors for internal control weakness review and make related minutes at least once every year? Are the interview minutes reported at a board meeting?	1 2 3 4 5	
26. Is the assessment of the effectiveness of the internal controls system modification subject to the consent of the Audit Committee and submitted to the board of directors for resolution?	1 2 3 4 5	