

Inventec Corporation 2022 External Evaluation of Board Performance

1. According to the “Rules for Board of Directors Performance Assessments”, the Company’s board performance evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years.
2. The Company commissioned an external professional institution, the KPMG Advisory Services Co Ltd., to implement the 2021 board performance evaluation.
 - (1) The evaluation period was from January 1, 2021 to December 31, 2021. The scope of the 2021 performance evaluation of the executive board covers the performance evaluation of the overall board of directors, functional committees, and individual board members.
 - (2) Assessment Method: The professional institution mentioned above review the relevant documents provided by Inventec. The evaluation was conducted through data analysis, questionnaires and interviews, and the performance evaluation report was issued based on the results.
 - (3) Assessment Content and Items:

The assessment contents of the board of directors included the construction of an effective board of directors, the effective operation of the board of directors, professional development and further training, enterprise foresight, the performance of duties, management at management level, the creation of a corporate culture, communication with stakeholders, and performance evaluation.

The assessment contents of the directors included the mastery of the Company's goals and tasks, the cognition of directors' responsibilities, professional development and further training, the performance of duties, the degree of participation in the Company's operation and internal relationship operation, and communication.

The assessment contents of the audit committee included the construction of an effective audit committee, the effective operation of the audit committee, the performance of duties, the establishment of a complaint pipeline, the relationship with the board of directors, and performance evaluation.

The assessment contents of the compensation committee included the construction of an effective remuneration committee, the effective operation of the compensation committee, professional development and further training, the performance of duties, relationship with the board of directors, and performance evaluation.

3. Evaluation Results: On January 7, 2022, the KPMG Advisory Services Co Ltd. issued a board performance evaluation report. the results of the performance evaluation were "between good and excellent", which was presented to the Board of Directors on January 25, 2022. The following is an excerpt from the report:
 - (1) Overall evaluation of the evaluation report:

The merits of assessment of the board of directors:

 - a. The board of directors consists with diverse backgrounds and rich qualifications.
 - b. Held board meeting monthly in order to supervise major matters of the group and the operating results in time.

- c. Directors will exchange opinions on the agendas provided before the meeting.
- d. The board of directors has a high sense of trust in the management team.
- e. The corporate governance unit conducts annual surveys on directors' training needs and arranges courses to assist directors to meet the requirements for perform their duties.

The merits of assessment of the directors:

- a. All board members have the relevant background, experience, skills and knowledge to perform their duties effectively.
- b. The attendance at board meetings is good.
- c. There is good interaction and communication among board members and management team.

The merits of assessment of the audit committee:

- a. The Audit Committee is composed of independent directors with diverse backgrounds and rich qualifications.
- b. The independent directors' attendance at the audit committee and shareholders' meetings was good.
- c. Hold Communication meeting between the CPA and independent directors quarterly to fully communicate.

The merits of assessment of the compensation committee:

- a. The members of the Remuneration Committee all have rich professional experience and abilities.
- b. Regularly review the company's remuneration policies, systems, standards and structures for directors and managers.
- c. The attendance of the remuneration committee is 100%.

(2) Recommendations and expected measures to be taken by our company based on the evaluation report

A. Recommendations:

- a. Review the communication and response mechanism with important interested party, including continuously focusing the concerns of important interested party and optimizing response methods in a timely manner.
- b. In response to the Corporate Governance 3.0 Sustainable Development Blueprint, it is recommended that the audit committee or risk management committee plan the focus on the corporate risks as early as possible and to have regular supervision for business risk items.

B. Expected measures to be taken by our company:

- a. Establishing hotline on the official website and continue optimizing the communication mechanisms with important interested party.

- b. According to the risk organizational structure, our company will have the audit committee to supervise the corporate risks, and establish a mechanism for regularly reporting risk management implementation to the audit committee.