

2022 Board/Functional Committee Operations and Board Member Performance Evaluation Report

In order to implement corporate governance and establish performance goals of the Board, ChipMOS has created the “Rules for Performance Evaluations of the Board of Directors”, which had been approved by Board on March 10, 2020.

According to Article 3 of the “Rules for Performance Evaluations of the Board of Directors”, the performance evaluation of the Board of Directors is divided into internal performance evaluation and external performance evaluation. Internal performance evaluation shall be conducted once a year. External performance evaluation should be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years.

The board performance evaluations shall be completed before the end of the first quarter of the following year and submitted to the board of directors.

The Company's board evaluation scope covers the evaluation of the board, individual directors and functional committees (Audit Committee and Remuneration Committee).

Methods of evaluations include the internal evaluation of the board, self-evaluation by individual board members, peer evaluation, and the appointed external professional institutions, or other appropriate methods.

The results of the performance evaluation of the board of directors have been reported to the board of directors on November 3, 2022 and February 23, 2023.

Internal performance evaluation

A. Evaluation scope

The board as a whole, individual directors, Audit Committee and Remuneration Committee.

B. Evaluation period and method

1. Self-assessment from January 1, 2022 to September 30, 2022 : completed in October, 2022 in cooperation with the external assessment.
2. Self-assessment from October 1, 2022 to December 31, 2022 : completed in January, 2023.

C. Self-assessment questionnaire evaluation results from January, 2022 to December, 2022.

Board Performance Evaluation	Board Member Performance Evaluation	Audit Committee	Remuneration Committee
<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Improvement of the quality of the board of directors' decision making ● Composition and structure of the board of directors ● Election and continuing education of the directors ● Internal control 	<ul style="list-style-type: none"> ● Alignment of the goals and missions of the Company ● Awareness of the duties of a director ● Participation in the operation of the Company ● Management of internal relationship and communication ● The director's professionalism and continuing education ● Internal control 	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Awareness of the duties of the functional committee ● Improvement of quality of decisions made by the functional committee ● Composition of the functional committee and election of its members ● Internal control 	<ul style="list-style-type: none"> ● Participation in the operation of the Company ● Awareness of the duties of the functional committee ● Improvement of quality of decisions made by the functional committee ● Composition of the functional committee and election of its members ● Internal control
100%	100%	100%	100%
Exceeding standards	Exceeding standards	Exceeding standards	Exceeding standards

External performance evaluation

A. Evaluation scope

The board as a whole, individual directors, Audit Committee and Remuneration Committee.

B. Evaluation period and method

From October 1, 2021 to September 30, 2022, invite Chengyi Management Consulting Co., Ltd. (hereinafter referred to as Chengyi Consulting Company) to conduct the evaluation.

C. Interview highlights

1. Composition and structure of the board of directors
2. Participation in the operation of the Company
3. Improvement of the quality of the board of directors' decision making
4. Internal control
5. Operation of functional committees
6. Sustainable development

D. Evaluation result

1. The board of directors formulate relevant policies and procedures in accordance with laws and corporate governance indicators in all aspects.
2. The board of directors is composed of directors with relevant professional abilities and operate based on different professions and experiences.
3. The functions of the board of directors and functional committees can be effectively operated.

The evaluation result is "Excellent".

E. Optimization suggestions

Recommendation from Chengyi Consulting Company		Response from ChipMOS
A	<ol style="list-style-type: none"> 1. The company has set up Management Committee ESG Committee and Information Security Management Committee under the President, which shows that the company devotes great effort to these issues and invested considerable manpower. 2. In order to more effectively grasp the challenges and opportunities in the future, it is recommended that the company can upgrade the committee to a functional committee in a timely manner in line with future development strategies and corporate governance goals, assist the board of directors to supervise the company, protect the rights of investors, and facilitate the sustainable operation of the company . 	<p>ChipMOS will continually evaluate whether to upgrade these committees to functional committees depends on the scale and operation of the Company.</p>
B	<ol style="list-style-type: none"> 1. Five of the nine directors of the company are independent directors. 2. Excellent and competent independent directors are more important to the Board. It is suggested that the company may add a Nomination Committee in the future. The Nomination Committee will determine the professional knowledge, technology, experience, gender and independence required by the directors and senior managers, and carefully evaluates the qualifications of the nominated director candidates, so as to give full play to the demonstration effect of corporate governance benchmarking enterprises. 	<p>ChipMOS will continually evaluate whether to set up a Nomination Committee depends on the scale and operation of the Company.</p>