

Year 2018 Performance appraisal self-assessment results of Board of Directors, Board members and Functional Committee of Dynamic

(Passed by Board of Directors on Feb. 24, 2019)

In order to implement corporate governance and enhance the functions of the Board of Directors, Dynamic carried out the annual performance evaluation of the Board of Directors in accordance with the Company's "Board Performance Evaluation Methods and Procedures". The assessment includes the overall board of directors, individual board member and functional committees; this evaluation method adopts self-assessment within the board of directors, self-assessment of directors, and self-assessment within the functional committee. The evaluation results and improvement plan are as follows:

1. Action plan for performance evaluation and improvement of the board of directors

Item	Contents		
Comprehensive Comments	1. The attendance rate of each director is high.		
	2. Each evaluation item is thoroughly reviewed by specialist from the chairman office. Any potential flaw of the implementation and the lack of items are corrected. Therefore, all assessments can meet the needs.		
	3. The Board of Directors is running well.		
	4. The Board of Directors is run well and is in line with the Company's governance.		
	5. The Board of Directors is run normally and efficiently in accordance with fair corporate governance.		
	6. The present board members and operation of Dynamic are very sophisticated, reaching excellent quality standards.		
Items not fully scored	Content of the Item and Action Plan	Person	Score
	8. Board members have sufficient understanding of the company, the company's management team and the industry the	4	4

company belongs.		
Action Plan: (1) properly arrange the management team to report to the board of directors; (2) regularly provide industry-related information to the directors.		
9. Directors can accurately evaluate and monitor the existing or potential risks of the company, and discuss the implementation and tracking status of internal control.	1	4
Action plan: (1) The directors should try to propose the potential risks in the areas of their professions for the management team to evaluate; (2) For the report of the Risk Management Committee, the directors should give advice and guidance as much as possible.		
11. The board of directors has a regular and thorough review of the management performance of the management team, and give timely rewards and punishments	4	4
Action plan: The compensation committee is held quarterly to review the management performance of the management team and reward and punishment in a timely manner.		
12. The board of directors can fully obtain the business operations performance reports in time and quickly grasp all unfavorable trends.	2	4
Action Plan: In addition to the current self-settled financial report & self-analyzed gross profit analysis provided by Financial dept. before the 7th of each month, the operation status and adversity trend report are also provided monthly.		
13. The board of directors established the company's core values (discipline, mission, honor, vision, etc.) that clearly set all strategic goals of the company.	1	4
Action plan: The main strategic objectives of the year are more clearly included in the operational plan.		
43. Any appointment, removal, assessment and	1	4

	remuneration of internal auditors shall be reported to the board of directors or signed and reported to the Chairman by the auditing supervisor.		
	Action Plan: Set the KPI of the internal auditor. The Compensation Committee will review and report to the Board of Directors on a quarterly basis.		

2. Self-evaluation and explanation of directors

Item	Contents		
Comprehensive Comments	1. The board members are all functioning well.		
	2. Directors are professional and well-interactive, should be able to assist in the company's development.		
	3. Aware of the company's objectives and directors' responsibilities; and be active in the company's operations and internal relationship management; continuously enhancing self-specialties.		
Items not fully scored	Content of the Item and Action Plan	Person	Score
	14. Directors not holding the position of director and supervisor of several companies.	2	4
	Note: There are no more than three other companies that the two directors hold the director positions of, no improvement action is required.		

3. Functional committee performance evaluation and improvement action plan

Item	Contents		
Comprehensive Comments	1. Each functional committee contributes.		
	2. The company's functional committee exercises function and contributes to the company's operations.		
	3. Each functional committee consists of experts and contributes relevant advice to the company's operations.		
Items not fully scored	Content of the Item and Action Plan	Person	Score
	10. The Compensation and Remuneration	1	4

	Committee established the policies, systems, standards and structures of the performance appraisal and salary remuneration of directors, supervisors and managers. The review is carried out regularly.		
	Action Plan: The Compensation and Remuneration Committee proposes at least one annual review of the policies, systems, standards and structures for the performance appraisal and salary remuneration of directors and managers.		
	18. Each Functional committee performs performance appraisal regularly and efficiently.	1	4
	Action plan: Members conduct a simple performance self-assessment after each functional committee meeting.		