

113 度年董事會績效評估結果

Board Performance Evaluation Results for the Year 2024

一、依據本公司「董事及經理人績效評估辦法」辦理,經董事會績效評估之執行單位針對董 事成員、董事會及各功能性委員會進行績效評估,檢視 113 年度董事成員績效評估自評 問卷、董事會績效評估自評問卷及各功能性委員會績效評估自評問卷之回收統計評估結 果,整體董事會及各功能性委員會績效尚屬有效運作。

The performance evaluation was conducted in accordance with the company's "Rules for performance evaluation of directors and managerial officers." The designated evaluation unit assessed the performance of board members, the board of directors, and the functional committees. By reviewing the collected self-assessment questionnaires for board members, the board of directors, and functional committees for the year 2024, the overall performance of the board and its functional committees was determined to be effectively operating.

二、公司董事會績效評估機制及113年度評估結果:

2024 Board Performance Evaluation Mechanism and Evaluation Results:

1. 評估期間: 113 年 1 月 1 日至 113 年 12 月 31 日 Evaluation Period: January 1, 2024 – December 31, 2024.

2. 執行單位:董事成員自評及管理部
Executing Unit: Board members' self-assessment and the Management Department.

3. 董事成員績效評估:

Board Member Performance Evaluation:

董事成員			
Board Member			
評估項目	(1) 公司目標與任務之掌握		
Evaluation	Understanding of company goals and mission		
Criteria	(2) 董事職責認知		
	Awareness of directors' responsibilities		
	(3) 對公司營運之參與程度		
	Level of participation in company operations		
	(4) 內部關係經營與溝通		
	Internal relationship management and communication		
	(5) 董事之專業及持續進修		
	Professional expertise and continuous learning		
	(6) 內部控制		
	Internal control		
評估方式	成員自評		



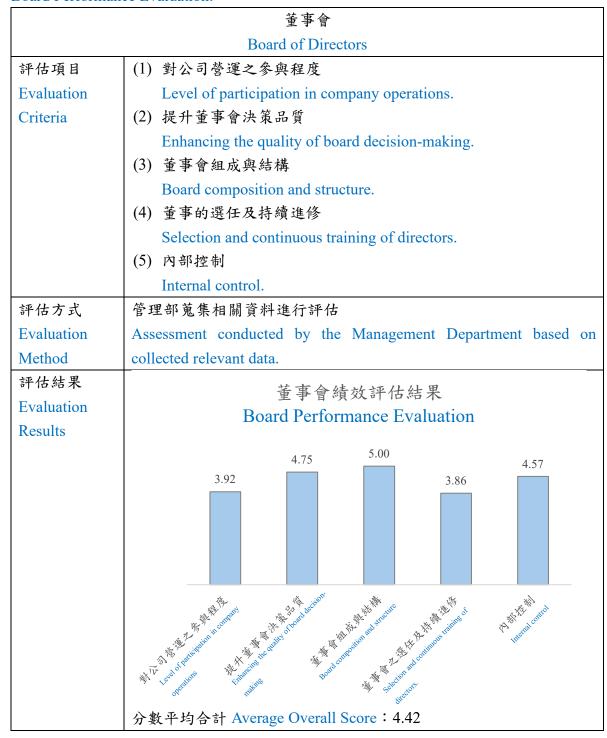
	董事成員	
里尹成只 Board Member		
Evaluation	Self-assessment by members	
Method	Sen-assessment by members	
評估結果		
Evaluation	董事成員績效自評結果	
Results	Board Member Performance Evaluation	
Results	4.70	
	4.63 4.41 4.27 4.30 4.30 A.H.H.H.H.H.H.H.H.H.H.H.H.H.H.H.H.H.H.	
一 待改善項目暨	待改善項目 Areas for Improvement:	
改善計畫/建	(1) 強化董事與經營團隊的溝通密度。	
議	Strengthening communication between directors and the	
Areas for	management team.	
Improvement&	(2) 提升董事與簽證會計師溝通及交流的頻率。	
Improvement	Increasing the frequency of communication and interaction between	
Plans/	directors and external auditors.	
Suggestions	(3) 安排董事在各自專業能力以外之範圍進修多元化之課程。	
	Encouraging directors to participate in diversified training beyond	
	their professional expertise.	
	改善計畫/建議 Improvement Plans/Suggestions:	
	(1) 每年不定期舉辦多場重要會議並邀請董事參與,以增加董事與	
	經營團隊溝通機會。	
	Organizing multiple important meetings annually and inviting	
	directors to enhance communication with the management team.	
	(2) 邀請簽證會計師列席董事會。	
	Inviting external auditors to attend board meetings.	
	(3) 規劃多元化進修課程,例如:公司治理、產業趨勢等,以強化	



	董事成員
Board Member	
	董事之知識與技能。
	Planning diverse training courses, such as corporate governance and
	industry trends, to strengthen directors' knowledge and skills.

4. 董事會績效評估:

Board Performance Evaluation:





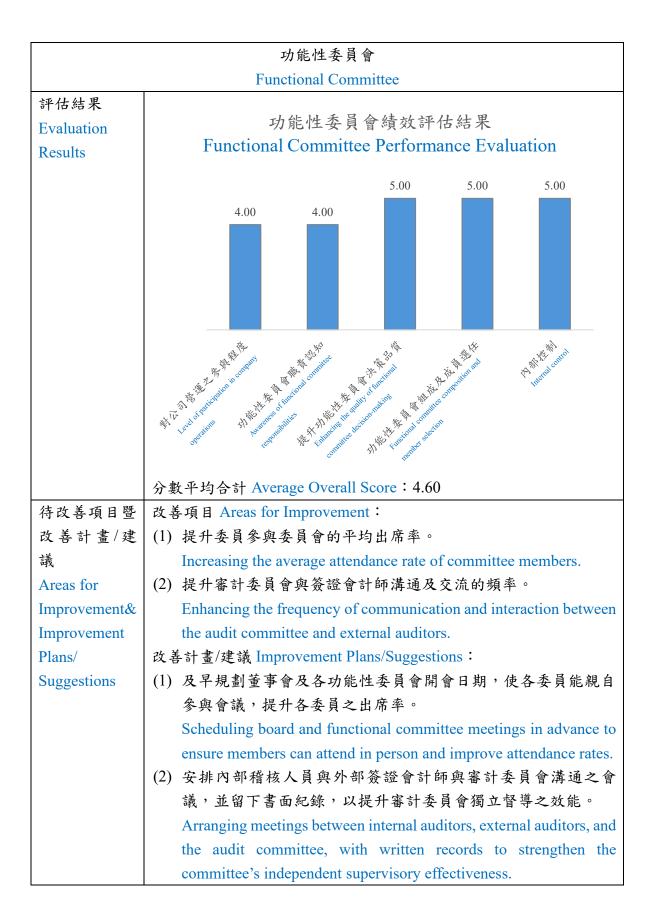
董事會		
Board of Directors		
待改善項目暨	待改善項目 Areas for Improvement:	
改善計畫/建	同董事成員績效評估待改善項目之第(2)及第(3)項。	
議	Same as items (2) and (3) from the board member performance evaluation	
Areas for	areas for improvement.	
Improvement&	改善計畫/建議 Improvement Plans/Suggestions:	
Improvement	同董事成員績效評估改善計畫/建議之第(2)及第(3)項。	
Plans/	Same as items (2) and (3) from the board member performance evaluation	
Suggestions	improvement plans/suggestions.	

5. 功能性委員會績效評估:

Functional Committee Performance Evaluation:

功能性委員會		
Functional Committee		
評估項目	(1) 對公司營運之參與程度	
Evaluation	Level of participation in company operations.	
Criteria	(2) 功能性委員會職責認知	
	Awareness of functional committee responsibilities.	
	(3) 提升功能性委員會決策品質	
	Enhancing the quality of functional committee decision-making.	
	(4) 功能性委員會組成及成員選任	
	Functional committee composition and member selection.	
	(5) 內部控制	
	Internal control.	
評估方式	管理部蒐集相關資料進行評估	
Evaluation	Assessment conducted by the Management Department based on	
Method	collected relevant data.	







6. 董事成員績效評估加權平均結果:

Weighted Average Performance Evaluation Result for Board Members:

由管理部彙總董事成員、董事會及功能性委員會之績效評估問卷,並依照「董事及經理人績效評估辦法」之權重指標進行加權平均,得出本公司董事成員績效加權平均結果為4.46。

The Management Department consolidated the performance evaluation questionnaires from board members, the board of directors, and functional committees. Based on the weighting indicators outlined in the "Rules for performance evaluation of directors and managerial officers" the weighted average performance score for board members was 4.46.