

Eastern Media International Corporation

Board of Directors Performance Evaluation Measures

Established December 19, 2019
Amended on November 10, 2022

Article 1 (Determination of purpose and basis)

These Measures are formulated in accordance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies in order to implement corporate governance and enhance the functions of the Company's Board of Directors, establishing performance targets to enhance the operational efficiency of the Board, as follows.

Article 2 (Regulations to be followed)

The performance evaluation methods of the Board of Directors of the Company, its main evaluation cycle, evaluation period, evaluation scope and methods, evaluation implementation unit, evaluation procedures, and other matters to be followed shall be handled in accordance with the provisions of these Measures.

The procedures of each functional committee may be included in the performance evaluation of the internal committee at least once a year.

Article 3 (Evaluation cycle and period)

The Board of Directors of the Company shall carry out the performance evaluation of the Board of Directors in accordance with the evaluation procedures and evaluation indicators of these Measures.

Implementation of the performance evaluation of the Company's Board of Directors, shall be carried out at least once every three years by an external professional independent organization or an external team of experts and scholars.

The results of the performance evaluation of the Board of Directors shall be completed before the end of the first quarter of the following year.

Article 4 (Scope and method of evaluation)

The scope of the Company's board evaluation includes performance evaluation of the overall Board of Directors, individual directors and functional committees.

Evaluation methods include internal self-evaluation by the Board of Directors, self-evaluation by board members, appointment of external professional institutions, performance evaluation by experts or other appropriate methods.

Article 5 (Performance evaluation unit)

The implementation unit of the performance evaluation under the Board of Directors of the Company should have a clear understanding of the operation of the unit under evaluation and have a fair, objective, and independent role.

Regarding the implementation units for functional committee evaluation, there may be variation in each such committee due to differing operating conditions. Due to the slightly different operating conditions of each functional committee, the organizational structure of each company can be adjusted and evaluated by different implementation units. Adjustments shall be evaluated by different implementation units depending on the department organizational structure of each company. The implementation units shall be fair, objective and performed by a person or unit that has no direct interest in the operation of the unit under evaluation.

Article 6 (Evaluation procedures)

The Board of Directors Performance Evaluation Measures of the Company are described as follows:

1. Establish the unit, period and scope of the evaluation in the current year (such as the overall Board of Directors, individual directors, functional committees, etc.).
2. Establish the method of evaluation (e.g., internal self-evaluation by the board, self-evaluation by board members, entrusting external professional institutions, expert evaluations, etc.).
3. Select the appropriate evaluation implementation unit.
4. Each implementation unit shall collect information about board activities and distribute and fill in relevant self-evaluation questionnaires. Finally, after the data is collected by the

coordinating implementation unit, the evaluation results shall be reported according to the scoring standards of the evaluation indicators of these Measures and submitted to the Board of Directors for review.

Article 7 (External professional institutions and experts)

When the Company arranges an external evaluation agency or external expert and scholar team to perform board performance evaluation, the following requirements should be met:

1. The external evaluation agency or team of external experts and scholars should be professional and independent.
2. External evaluation agencies are mainly related institutions or management consulting companies that undertake related education and training courses for the Board of Directors and that improve corporate governance.
3. A team of external experts and scholars should hire at least 3 experts or scholars in the fields of boards of directors or corporate governance to evaluate the performance evaluation of the Company's Board of Directors and write an external evaluation analysis report.

Article 8 (Evaluation indicators and scoring standards)

The Company should consider the Company's situation and the need to formulate the measurement items for the board's performance evaluation, and should include at least the following five aspects:

1. Degree of participation in Company operations.
2. Improving the quality of board decisions making.
3. Board composition and structure.
4. Election and continuous training of directors.
5. Internal control.

Board member (self or peer) performance evaluation measurement items should include at least the following six aspects:

1. Mastering the Company's goals and tasks.
2. Awareness of directors' responsibilities.
3. Degree of participation in Company operations.
4. Internal relationship management and communication.

5. Directors' professional and continuous education.
6. Internal control.

The measurement items of functional committee performance evaluation should include at least the following five aspects:

1. Degree of participation in Company operations.
2. Recognition of functional committee responsibilities.
3. Improving decision-making quality of functional committees.
4. Functional committee composition and member selection.
5. Internal control.

The performance evaluation index of the Board of Directors shall be based on the operation and needs of the Company to determine the content that is in line with and suitable for the performance evaluation of the Company, and the Remuneration Committee shall regularly review and make recommendations.

Scoring criteria shall be revised and adjusted according to Company needs. They can also be scored in a weighted manner according to each measurement aspect.

Article 9 (Use of evaluation results)

The results of the performance evaluation of the Company's Board of Directors shall be used as a reference for the selection or nomination of directors.

Article 10 (Annual report information disclosure)

The company should disclose in its annual report the implementation of the annual board performance evaluation, including at least the assessment period, evaluation timeframe, evaluation scope, evaluation method, and evaluation content.

If the company engages an external organization or experts to conduct the board's performance evaluation, it should disclose in the annual report the external assessment organization, experts, their team members, and their professional qualifications. Additionally, the company should provide an independence statement for the external assessment organization or experts, along with details on the assessment methodology, criteria, and any future improvement recommendations.

Article 11 (Methods of disclosure)

The performance evaluation regulations established by the Company shall be fully disclosed on the Market Observation Post System (MOPS) and the Company's website at all times, to be made available for consultation.

Article 12 (Implementation)

The Company's regulations shall take effect after having been discussed and approved by the board of directors. Subsequent amendments thereto shall be effected in the same manner.