

91APP, Inc.

Enacted by : Accounting Division	Performance Evaluation of Board of Directors and Managers	Date : 2020/8/13
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Article 1 Subject

According to the company's remuneration committee's organizational rules, the remuneration committee should regularly review directors and managers' performance evaluation and remuneration policies, systems, standards and structures, and refer to the company's overall operating performance in order to implement corporate governance and enhance the functions of the board of directors. , To set performance indicators to improve operational efficiency, and to formulate this method.

Article 2 Performance Evaluation of Board of Directors

1. Evaluation cycle and period
 - (1) The company shall perform performance evaluation of the board of directors at least once a year, and the evaluation period of the board of directors shall be performed at the end of each year, in accordance with the evaluation procedures and evaluation indicators of the Measures for the current year's performance evaluation.
 - (2) 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.
2. The scope of the assessment object
 - (1) The scope of the company's evaluation method includes the performance evaluation of the overall board of directors and individual directors.
 - (2) Evaluation methods include self-evaluation by the board of directors, self-evaluation by directors or other appropriate methods for performance evaluation.
3. Evaluation procedures
 - (1) At the end of each year, the chairman's office conducts the performance evaluation of the board of directors and directors.
 - (2) The chairman's office will record the evaluation results report according to the evaluation indicators of this method, and submit it to the salary and compensation committee and the board of directors for review and improvement.
4. The Company shall take into consideration its condition and needs when establishing the criteria for evaluating the performance of the board of directors, which should cover, at a minimum, the following five aspects:

- (1) Participation in the operation of the company;
 - (2) Improvement of the quality of the board of directors' decision making;
 - (3) Composition and structure of the board of directors;
 - (4) Election and continuing education of the directors; and
 - (5) Internal control.
5. The criteria for evaluating the performance of the board members (on themselves or peers), should cover, at a minimum, the following six aspects:
- (1) Alignment of the goals and missions of the company;
 - (2) Awareness of the duties of a director;
 - (3) Participation in the operation of the company;
 - (4) Management of internal relationship and communication;
 - (5) The director's professionalism and continuing education; and
 - (6) Internal control.

6. Disclosure of Annual Report

It is advisable that the Company disclose in its annual report whether regulations governing the board performance evaluation have been established as well as how the board performance evaluation has been conducted each year, with a description of the evaluation method provided. In cases where an external institution or experts are appointed to conduct evaluations of board performance, the Company shall, in the annual report, disclose the names of the external evaluation institution, names of the experts, and specialties of the experts, and indicate if the external institution and experts have business dealings with the Company and if they are independent.

7. Evaluation Result of Performance

When electing or nominating members of the board of directors, the Company shall base its election on the evaluation results of the performance of the board.

8. Disclosure Method

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 3 Performance Evaluation of Managers

1. The performance evaluation cycle and period of the company's managers are the same as the board of directors.
2. The chairman of the board sets manager performance evaluation indicators according to the

status of each department, and after discussing and confirming with all managers, formulates the annual performance evaluation indicators.

3. At the end of each year, the chairman of the board will review the responsibilities of each manager, the achievement of performance goals, the degree of contribution to the company, and other personal performance based on the annual performance evaluation indicators, and comprehensively consider the company's overall operating performance and future risks Etc., complete the performance evaluation of each manager, and submit the results of the performance evaluation to the salary and compensation committee and the board of directors.
4. The performance evaluation of managers is the reference basis for various bonuses and salary changes.

Article 4 Implement and Amendment

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

These measures were established on October 17, 2019.

The first revision was on August 13, 2020.