



Board Self-Assessment

Integrated Micro-Electronics, Inc.

Director's Name: _____



Integrated Micro-Electronics, Inc. Board of Directors Assessment Questionnaire

Assessment rating / score guide: NA – Not applicable, 5 - Exemplary, 4 – Exceeds expectation, 3 – Meets expectations, 2 – Partially meets expectations, 1 – Needs significant improvement. “General Comments” portion is provided for any feedback or areas for improvement.

Introduction

This questionnaire is designed to gather data relating to:

- Part I. Board Effectiveness
- Part II. Committee Effectiveness
- Part III. Individual Effectiveness
- Part IV. President and CEO Effectiveness

Please complete all four parts. Your ratings will be kept strictly confidential and anonymous.

How to complete the questionnaire:

For rating on the various questions in the questionnaire, please use the following rating scales when checking the response boxes:

- 1 = Needs significant improvement
- 2 = Partially meets expectations
- 3 = Meets expectations
- 4 = Exceeds expectations
- 5 = Exemplary

An Overall Assessment shall be determined based on the responses provided using the abovementioned scale. After the tabulation and analysis of the results, a Summary Report will be presented to the Board along with any recommended plan of action. No personal attribution will be made in case your comments are used as reference, with all comments being treated with strict confidentiality.

Please kindly return the completed questionnaire to Office of the Compliance Officer directly **by 15 June 2021**, by emailing to Laurice.delacruz@global-imi.com

If you have any questions, please do not hesitate to contact:

Laurice S. Dela Cruz
Compliance Officer
Laurice.delacruz@global-imi.com



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PART I: BOARD COMPOSITION

Board Composition		N A	1	2	3	4	5
1.	The board has the right mix and appropriate balance of diversity of skills, experience, gender, knowledge and industry background considering the company’s anticipated future strategic direction, risks, and opportunities for its portfolio of businesses.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	The different capabilities, experience, and skills of the directors are being properly applied to the various issues that come before the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	The board plans for a “refresh”, taking into consideration its composition and competencies, and the strategic priorities of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	The board has an adequate degree of independence to deal with the company's issues (keep in mind the definition of “independence” as from management, controlling shareholders, and any business or relationship which could materially interfere with the board's exercise of its independent judgment).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Roles and Functions		N A	1	2	3	4	5
5.	The board sets aside sufficient time to critically explore strategic issues, threats of emerging risks and opportunities, the competitive landscape and other relevant factors that may impact the business of the company’s portfolio of businesses.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	There is a high degree of mutual respect, trust and candor among board members and management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	As a whole, the board’s partnership with the management team provides value to the company (e.g., extending its global network, providing strategic wisdom, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	The board converges on an agreed action plan after a decision is made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	The board and committees periodically review their respective charters to ensure their relevance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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10.	The role of the lead independent director in board meetings, executive sessions, preparation of board agendas and information, and communications with directors and external stakeholders is well-defined and understood by all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	The chairman leads the board, ensuring that key alternatives are considered, and that concerns of directors are addressed before reaching a decision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	The chairman creates and maintains an openness of relationships to reach a shared understanding of the nature and strategic purpose of the company’s overall business, its internal and external challenges, and the direction to take in the future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	The chairman encourages feedback and provides suggestions to improve corporate governance and board practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Board meetings achieve a proper balance between reviews of past performance and discussions about the future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Information Management		NA	1	2	3	4	5
15.	Overall, the information on the subject matter provided, prior to and during board presentations, sufficiently enable the board to make good and timely decisions in the following areas:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a.	Financial Management (e.g., revenue, profit before taxation, attributable profits, return on shareholders’ equity, and return on assets);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Operations (e.g., processes, productivity, and technology support);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Marketing (e.g., brand positioning, and competitor’s market share);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Organizational Development (e.g., employee engagement, capabilities and skills, culture, and organizational structure);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	Business Environment (e.g., government policies, regulatory changes, and public opinion); and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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f.	Company’s new strategies and development of new ideas for its portfolio of businesses.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	The board receives pre-meeting materials that provide a view of past performance and future business conditions, opportunities, risks and emerging trends.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	The directors are provided with timely information by management on all potential material risks facing its portfolio of businesses (e.g. market, competition, liquidity, legal, reputation, and operational risks).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	The board takes the initiative to request management for additional information, as appropriate, so as to fulfill its duties effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	The board welcomes new insights that may be offered by industry leaders/experts in areas of new businesses, or in the digitization of certain aspects of the business where it lacks experience or industry depth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	The board requests for timely reporting of developments of the group’s subsidiaries which may have a significant and material impact on the value of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	The company is able to manage the required arm’s-length relationship between the company and each independent subsidiary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22.	Thresholds for escalating information on material, strategic, or operational issues to the board are appropriate and well-understood by directors and management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Representation of Shareholders and Environment, Social and Governance (ESG) Factors		NA	1	2	3	4	5
23.	The board establishes and maintains regular dialogue with shareholders to gather views or inputs and address their concerns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24.	The board defines the material stakeholders (including shareholders) for the company’s long-term sustainable growth and takes into consideration their interests in the pursuit of the company’s long-term goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25.	The board takes into consideration a balance between the short-term objectives and the longer-term sustainability of the company and ensures that this is communicated effectively by management to its shareholders and other stakeholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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26.	The board understands sustainability reporting standards, considers sustainability issues as part of the company’s strategy formulation, determines material ESG factors, and oversees the management and monitoring of these factors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27.	The board ensures that ethical behavior and proper compliance standards are implemented throughout the company and sets the right “tone at the top” through its behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	The board gives appropriate consideration to and proactively handles any actual or potential related-party transactions or any other conflict-of-interest issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29.	Directors understand their fiduciary obligations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	Directors declare conflicts of interest and abstain from voting or where necessary, recuse from discussions of transactions in which they have or may have a conflict of interest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31.	The board ensures the company has in place appropriate corporate disclosure policies and procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Managing Company’s Performance		NA	1	2	3	4	5
32.	The board devotes sufficient time learning about the company’s overall business, and understands it well enough to:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a.	provide critical stewardship; and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	guide the company’s performance, not just year-to-year, but for the long term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33.	The board understands and respects the difference between its stewardship role and management’s recommendation and execution role.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34.	The board approves action plans with specific time lines for implementation of recommendations and monitors their progress accordingly using appropriate financial indicators and industry benchmarks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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35.	The board is able to effectively steer the growth of the company while ensuring that the necessary compliance and risk management policies are in place.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36.	The board encourages and ensures open lines of communication between directors and management and is not averse to "bad" news received from management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

BOARD STRATEGY AND PRIORITIES

Currently Spending Most Time (Please rank the time spent on the activities from (1 to 7)

How would you shift the amount of board time spent on each activity over the next 2-3 years based on the activity's relative value to the company?

Rank 1 – Least Increase Decrease Maintain
Rank 7 - Most

37.	Please provide your view on the following categories of activities:			
(i)	Strategy (e.g., development, competitive analysis, and prioritizing of strategies that help deliver maximum shareholder value);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii)	Execution (e.g., prioritizing key initiatives against strategy, approval of M&A transactions, and restructuring projects);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii)	Performance management (e.g., development of metrics, incentives, monitoring, and tracking of performance);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv)	Corporate governance and compliance (e.g., nomination, compensation, audit, and disclosure);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v)	Sustainability and risk management (e.g., brand management, enterprise risk, disruptive risk, reputation risk, and climate risk);	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi)	Leadership and talent management (e.g., succession planning, high potential program, talent retention program, and training and development); and	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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(vii)	Building trust and confidence with shareholders and stakeholders (e.g., public statements, shareholder and stakeholder engagements, and general meetings).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please provide specific topics under the categories that you think the board should focus more of its time and attention on.

Senior Executives' Performance Management and Succession Planning		N A	1	2	3	4	5
38.	The board focuses on management succession and aligns CEO leadership with the company's strategic challenges.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39.	The board formally evaluates the performance of senior executives each year, together with the corresponding rewards and remuneration, and sets new performance expectations that consider the growth agenda of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40.	The board conducts periodic reviews of the development and succession plans for senior executives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Director Development and Management		N A	1	2	3	4	5
41.	The director on-boarding program gives new directors the opportunity to become familiar with the company's business and governance practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42.	Directors are encouraged to expand and improve their knowledge about the company, its portfolio of businesses and the relevant industries in order to stay up to date with new developments and challenges.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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43.	The board systematically defines its needs for expertise, and addresses gaps in skills through education, continuing training, or targeted recruitment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44.	The board has an effective process to evaluate its own performance, and proactively takes action to address any gaps and to work on improvement opportunities identified in the evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45.	The compensation of non-executive directors is structured to align with the long-term interests of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							

Risk Management and Internal Control		NA	1	2	3	4	5
46.	The board fully understands the top-tier risks and the key risk registers of the group, and agrees on the appropriate risk mitigation strategies and control measures to treat such risks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47.	The board ensures that management has an ongoing process to evaluate the adequacy of internal controls, and is able to resolve control issues in a timely manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48.	The board ensures that the proper risk management systems are in place, and that timely and quality information on risks is provided to the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49.	The board reviews annually the adequacy and effectiveness of the company’s risk management processes and measures, and its ability to respond to changes in the risk environment or business objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50.	Accountability in managing risks across the company is recognized and appropriately allocated to the respective board committees, management committees, management representatives, and the overall board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51.	The board understands and is able to address new or disruptive risks in the context of the company’s specific circumstances, strategic assumptions, and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
52.	The board actively discusses with management the company’s risk mitigation strategies to address current, as well as new and emerging, risks, and determine the company’s levels of risk tolerance and risk policies for the identified risks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							



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Overall Perception		1	2	3	4	5
53.	Compared with other boards on which you serve, this board...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any						

OPEN QUESTIONS

Please provide answers to the following questions. Your feedback will help in enriching the quality of feedback for board effectiveness.

1. What is needed in order to further refresh the board?

2. List the most improved areas in corporate governance and board management over the last financial year.

3. List the priority areas for improvement for the next financial year.



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4. How can the board work in a more effective manner with management in achieving the company's short-term and longer-term goals?



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Part II. COMMITTEE EFFECTIVENESS

Please select the committee that you have served in **the year of assessment**.

- Executive Committee (EXCO)
- Finance Committee (FC)
- Corporate Governance and Nomination Committee (CGNC)
- Audit Committee (AC)
- Risk Management and Related Party Transactions Committee (RRC)
- Personnel and Compensation Committee (PCC)

Please rate in the boxes the board committees from your perspective as member. If you are unable to assess any item, please write "N.A"

- 1 = Needs significant improvement 4 = Exceeds expectations
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 3 = Meets expectations N.A. = Unable to assess; Not applicable

		EXCO	FC	CGNC	AC	RRC	PCC
a.	The committee fulfills its responsibilities as set out in its charter						
b.	The committee is diligent in meeting the regulator’s information and compliance requirements.						
c.	The committee meetings are conducted in a manner that ensures open communication, meaningful participation, and rigorous decision-making.						
d.	The meetings are frequent enough and allow sufficient time for effective discussion.						
e.	The committee has the right mix of capabilities, experiences, and skills to fulfill its responsibilities.						
f.	A calendar of regular agenda items for the scheduled committee meetings is prepared.						
g.	Discussion points and decisions made by the committee are accessible to the other directors, where appropriate.						
General Comments, if any							



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Part III. INDIVIDUAL EFFECTIVENESS

After each statement, indicate to what extent each behavior is exhibited on a regular and consistent basis at board meetings.

- 1 = Needs significant improvement 4 = Exceeds expectations
 2 = Partially meets expectations 5 = Exemplary
 3 = Meets expectations N.A. = Unable to assess; Not applicable

		N A	1	2	3	4	5
a.	I understand and faithfully uphold the mission, values and strategies of the company, and I am aware of what is expected of me as a board member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	I am aware of the company's By-laws and governing principles and policies and I keep myself updated on the latest best practices in corporate governance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	I come to board and committee meetings on time, prepared and knowledgeable about the issues to be discussed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	I keep myself informed about the operations, prospects and risks of the company's portfolio of businesses including sharing of experience and new ideas/insights on business issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	As a board member, I consciously avoid situations where there may be conflict of interest with that of the company, and if such a potential conflict exists or appears, I disclose this immediately to the rest of the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f.	I faithfully attend meetings of the board and the committees (where I am a member) with at least 75% attendance rate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g.	I actively participate in board discussions with a sense of independence and objectivity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h.	I encourage other board members to express different opinions as much as possible and actively challenge their opinions, when necessary, but I support all board decisions once they are made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i.	I promote the work and the mission of the company in the community whenever I have the chance to do so.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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j.	I notify the board within three (3) business days when dealing with the company’s shares.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k.	I manage all my directorships to ensure that due attention is given to my duties as director of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l.	Overall, I feel that I have personally added significant value to the board.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							



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Part III. President and CEO Effectiveness

After each statement, indicate to what extent each behavior is exhibited on a regular and consistent basis at board meetings.

- | | |
|-----------------------------------|---|
| 1 = Needs significant improvement | 4 = Exceeds expectations |
| 2 = Partially meets expectations | 5 = Exemplary |
| 3 = Meets expectations | N.A. = Unable to assess; Not applicable |

		N A	1	2	3	4	5
a.	The President and CEO have taken steps to ensure the Corporation’s compliance with all the legal requirements in the management of its affairs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b.	The President and CEO have effectively managed the day-to-day operations of the Corporation towards the achievement of the organization’s goals and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c.	The President and CEO possess appropriate knowledge, skills and competence essential to the due performance of duties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d.	The President and CEO have consistently demonstrated integrity and observed the corporate core values.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e.	The President and CEO, and other key management officials have worked closely with the Board and provided the latter with complete, adequate information on the operations and affairs of the Corporation in a timely manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General Comments, if any							