

TECO Independent Director Independence Eligibility Assessment Checklist

Key Definitions Independent directors: are nonexecutive directors that are independent by meeting at least 4 of the 9 criteria (of which at least 2 of the 3 first criteria) listed below:

Name of Independent Director Independence assessment standards	Hsieh-Hsing Huang	Chao-Chin Tung	Hui-Yiu Chen	Mei-Chun (Marianne) Chao
1. The director must not have been employed by the company in an executive capacity within the last year.	V	V	V	V
2. The director must not accept or have a “Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during the current fiscal year”, other than those permitted by SEC Rule 4200 Definitions, including i) payments arising solely from investments in the company's securities; or ii) payments under non-discretionary charitable contribution matching programs. Payments that do not meet these two criteria are disallowed.	V	V	V	V
3. The director must not be a “Family Member of an individual who is [...] employed by the company or by any parent or subsidiary of the company as an executive officer.”	V	V	V	V
4. The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company’s senior management.	V	V	V	V
5. The director must not be affiliated with a significant customer or supplier of the company.	V	V	V	V
6. The director must have no personal services contract(s) with the company or a member of the company’s senior management.	V	V	V	V
7. The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.	V	V	V	V
8. The director must not have been a partner or employee of the company’s outside auditor during the past year.	V	V	V	V
9. The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.	V	V	V	V

Note: A "V" indicates compliance with the relevant requirement.