

Composition, Responsibilities and Operations of the Remuneration Committee

1. Duties of Remuneration Committee

The purpose of the operation of remuneration committee is to enhance corporate governance and risk management, as well as motivate and retain talents, and evaluate and invigilate the compensation and remuneration system for the directors and managers. According to the regulations, more than half of the members of the remuneration committee shall be the independent directors, and the entire members shall elect an independent director as the convener and chairman of the meeting. The company's remuneration committee consists of three independent directors. The committee is operating under the "Remuneration Committee Charter", the meeting shall be convened twice per year, and with the following duties:

- (1) Regular review on the "Remuneration Committee Charter" and provides opinions of amendment.
- (2) Establishing and regular review on the annual and long-term performance goals of the directors and managers, as well as the policies, system, standard and structure of the remuneration and compensation.
- (3) Regular evaluation on the performance status of the directors and managers performance goals and determine the content and amount of individual compensation and remuneration.

2. Professional Qualifications and Independence Analysis of Remuneration Committee Members

Identity (Note1)	Criteria		Independent status	Number of Other Public Companies in which the Individual is Concurrently Serving as a Remuneration Committee Member
	Name	Professional qualifications and experience		
Independent Director (Convener)	Feng-Hsien Shih	Please refer to page 9~10 on 3.2.1.1 Information of directors and page 11~14 on 3.2.1.2 Disclosure of information on professional qualifications of directors and independence of independent directors of this annual report.	Please refer to page 11~14 for the relevant content.	None
Independent Director	Wan-Ping Chen			2
Independent Director	Pin-Chi Wei			None

Note1 : Please filling whether as director, independent director or others in the identity column. (If the convener, please add a note)

3. Operation condition of the Remuneration Committee

- (1) The annual operational highlight of the company's Remuneration Committee: approving the directors' compensation, efficient of the manager, review on remuneration framework, performance of the managers, approval of bonuses and reviewing the remuneration committee charter and proposed the amendment.
- (2) There are 3 members of the Remuneration Committee
- (3) The term of the current members of the Remuneration Committee: the fourth term in office is from June 24, 2019 to June 11, 2022. There are 3 meetings convened in the Year 2021 and the qualifications and attendance of member are as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%) (Note)	Remarks
Convener	Feng-Hsien Shih	3	0	100%	
Member	Wan-Ping Chen	3	0	100%	
Member	Pin-Chi Wei	3	0	100%	
<p>Other mentionable items:</p> <p>1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion:</p> <p>The board of directors accept all of the remuneration committee's suggestions and there is no conditions of the board of directors does not accept or adjust to the opinion of the remuneration committee.</p> <p>2. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.</p>					

Note 1 : The actual attendance rate is calculated by the numbers of remuneration committee's meeting convened in position and the numbers of attending the meeting.