

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	Criteria Name	Professional qualifications and experience	Independent status	Number of Other Public Companies in which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director (Convener)	Feng-Hsien Shih	<ul style="list-style-type: none"> • Meet Article 5(1) of “ Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange”. -They all have work experience in the area of commerce, law, finance, accounting, or otherwise necessary for the business of the company. 	<ul style="list-style-type: none"> • Meet Article 6(1) of “ Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange”. 	None
Independent Director	Wan-Ping Chen	<ul style="list-style-type: none"> • Regarding qualifications and experience of Independent Director, please refer to “Chapter III. Corporate Governance Report 3.2 Directors and Management Team 3.2.1 Directors” of the annual report. 	<ul style="list-style-type: none"> • Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 	1
Independent Director	Pin-Chi Wei	<ul style="list-style-type: none"> • Regarding qualifications and experience of Independent Director, please refer to “Chapter III. Corporate Governance Report 3.2 Directors and Management Team 3.2.1 Directors” of the annual report. 	<ul style="list-style-type: none"> • Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law. • Not been a person of any conditions defined in Article 30 of the company Law. 	None

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.

(2) There are 3 members of the Remuneration Committee

(3) The term of the current members of the Remuneration Committee:

The tenure of 4th term of the Company’s Compensation Committee is from June 24, 2019 to June 11, 2022.

The company’s 20th Board of Directors was elected at Annual Shareholders’ Meeting on June 10, 2022. The Board re-appointed 3 members of the Company’s 5th term of Compensation Committee. Their respective tenures are from June 10, 2022 to June 09, 2025.

Total of 3 (A) meetings convened in the Year 2022 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%	Re-appointed Independent Director on June 10, 2022
Member	Wan-Ping Chen	3	0	100%	Re-appointed Independent Director on June 10, 2022
Member	Pin-Chi Wei	3	0	100%	Re-appointed Independent Director on June 10, 2022
Other mentionable items:					
<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 directors' meeting, session, content of the proposals, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (also, where the salary and compensation approved by the directors' meeting is better than that recommended by the remuneration committee, the differences and the reason for the approval shall be described in detail) : None.</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>					

4. Discussion High-lights on the Remuneration Committee meetings

Date of the Remuneration Committee (session)	Content of motion	The resolution made by the remuneration committee and the company's handle to the opinion of the remuneration committee
2022.03.17 The 7th meeting of the 4th Term	<ol style="list-style-type: none"> The allocation proposal of 2021 remuneration for employees and directors. Proposal of 2022 salary adjustment for the Managerial officers. Proposal of 2021 performance bonus distribution for the Managerial officers. 	<p>All members present at the meeting had no objections.</p> <p>Submitted to the Board of Directors for approval by all the directors in attendance.</p>
2022.06.20 The 1st meeting of the 5th Term	<ol style="list-style-type: none"> Proposal of the amendments to the company's "Measures of remuneration distribution for directors and functional committee members". Proposal of the company's compensation system for the Managerial officers. Proposal of 2022 performance bonus distribution for the Managerial officers. Proposal of "operational procedures for treasury shares" and the status of treasury shares transferring for the Managerial officers. 	
2022.11.07 The 2nd meeting of the 5th Term	<ol style="list-style-type: none"> The distribution proposal of 2021 remuneration for employees. Proposal of the amendments to the company's "The Rules for Performance Evaluations of the Board of Directors" 	