

Remuneration Committee

1. The committee members shall be appointed by resolution of the board of directors. The committee shall not be fewer than three members, more than one half of whom shall be the independent directors.
2. There are 3 members of the Remuneration Committee.
3. The 4th term of office: 2018/07/25 to 2021/06/04. The 4th term Remuneration Committee held meeting 1 time in 2021. Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Wang, Chun-Hsiung	1	0	100%	
Member	Kao, Chih-Chun	1	0	100%	
Member	Chen, Fu-Yen	1	0	100%	

The 5th term of office: 2021/08/27 to 2024/08/08. The 5th term Remuneration Committee held meeting 2 time in 2021. Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Tsai, Tyau-Chang	2	0	100%	
Member	Chen, Fu-Yen	2	0	100%	
Member	Lo, Chun-Pa	2	0	100%	

4. Periodically review the performance assessment and remuneration:
- 4.1 The committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the board of directors.
- (1) Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors and managerial officers.
 - (2) Periodically evaluate and prescribe the remuneration of directors and managerial officers.
- 4.2 When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:
- (1) With respect to the performance assessment and remuneration of directors and managerial personnel of the Company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.
 - (2) It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the Company may tolerate.
 - (3) It shall take into consideration the characteristics of the industry and the nature of the company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior management and the time for payment of the variable part of remuneration.
 - (4) No member of the committee may participate in discussion and voting when the committee is deciding on that member's individual compensation.
- 4.3 The 2021 performance evaluation and remuneration policy of directors and officers were not necessary to be adjusted after evaluation.

5. The discussion item and resolution results of the Remuneration Committee, and the Company's action to the advices of the Remuneration Committee:

Date	Content of proposals	Resolution results	The Company's action to the advices of the Remuneration Committee
Mar. 16, 2021	<ol style="list-style-type: none"> 1. Approve the distribution of 2020 directors' remuneration and officers' compensation. 2. Approve 2021 officers' salary adjustments. 	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Aug. 27, 2021	<ol style="list-style-type: none"> 1. Election of the convener and chairman of the 5th term Remuneration Committee. 	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Oct. 26, 2021	<ol style="list-style-type: none"> 1. Approve 2021 year-end bonus principle for officers. 	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.

