

## Remuneration Committee

1. There are 3 members of the Remuneration Committee.
2. Current members term of office: July 25, 2018 to July 24, 2021.

The current Remuneration Committee held meetings 2 times in 2019.

Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Wang, Chun-Hsiung	2	0	100%	
Member	Kao, Chih-Chun	2	0	100%	
Member	Chen, Fu-Yen	2	0	100%	

Other disclosures:

1. If advice of the Remuneration Committee was not adopted or modified by the Board of Directors, the meeting date, period, content of proposals, meeting resolution, and the Company's action to the advices of the Remuneration Committee should be disclosed: None
2. If resolutions of the Remuneration Committee were objected or reserved with records or written statements by any member, the meeting date, period, content of proposals, opinions of all members, and action to the member's opinions should be disclosed: None
3. 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. 19, 2019	<ol style="list-style-type: none"> <li>1. Ratify the employees' compensation for officers of 2017.</li> <li>2. Approve the distribution of 2018 directors' remuneration and officers' compensation.</li> <li>3. Approve 2019 officers' salary adjustments.</li> </ol>	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Oct. 18, 2019	<ol style="list-style-type: none"> <li>1. Approve 2019 year-end bonus principle for officers.</li> </ol>	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.