

Operation of the Remuneration Committee in 2020

Remuneration Committee attendance

- (1) There are three members in the Company's Remuneration Committee.
 (2) In current year the Remuneration Committee met five times [A], and the members' attendance is as follows:

Title	Name	Attendance in person [B]	By proxy	Attendance rate (%) [B/A]	Notes
Convener	Kung, Ju-Chin	5	0	100%	Re-appointed on June 21, 2019
Committee Member	Lu, Huei-Chung	5	0	100%	Re-appointed on June 21, 2019
Committee Member	Lin, Che-Wei	1	0	50%	Resigned on February 20, 2020
Committee Member	Ding, Kung-Wha	2	0	100%	Appointed to fill the vacancy with the Board's approval on May 11, 2020.

Proposals and resolutions of the Remuneration Committee meetings

Date	Term	Agenda	Resolutions	The Company's handling of the opinions of the Remuneration Committee
January 2, 2020	3 rd meeting of 4 th term	<ol style="list-style-type: none"> 2019 executive officers' year-end and performance bonus payment. 2020 executive officers' salary compensation payment. 	Passed as proposed after the chairperson consulted all attending members.	Submitted to the Board of Directors and approved by all attending directors.
February 15, 2020	4 th meeting of 4 th term	<ol style="list-style-type: none"> Proposal for the 2019 distribution of remuneration to employees and directors. 	Passed as proposed after the chairperson consulted all attending members.	Submitted to the Board of Directors and approved by all attending directors.
May 11, 2020	5 th meeting of 4 th term	<ol style="list-style-type: none"> Proposal for 2019 director remuneration distribution. 	Passed as proposed after the chairperson consulted all attending members.	Submitted to the Board of Directors and approved by all attending directors.
August 7, 2020	6 th meeting of 4 th term	<ol style="list-style-type: none"> Proposal to amend the Remuneration Committee Charter. Proposal to implement employee stock ownership trusts and incentives for managerial participation in employee stock ownership trusts. Establishment of the "2020 Employee Stock Subscription Regulations for Cash Issue of Class A Preferred Shares" and the 2020 List of Management Subscriptions of Cash Issue of Class A Preferred Shares. 	Passed as proposed after the chairperson consulted all attending members.	Submitted to the Board of Directors and approved by all attending directors.

November 6, 2020	7 th meeting of 4 th term	1. Proposal for remuneration of independent directors on the 9 th board.	Passed as proposed after the acting chairperson consulted all attending members except for independent directors (Kung, Ju-Chin and Ding, Kung-Wha) who did not participate in the discussion and voting due to avoidance of interests	Submitted to the Board of Directors and approved by all attending directors.
---------------------	--	---	---	---