

Operation of the Remuneration Committee in 2021

Remuneration Committee attendance

- (1) There are three members in the Company's Remuneration Committee.
- (2) In current year the Remuneration Committee met seven 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	7	0	100%	Re-appointed on June 21, 2019
Committee Member	Lu, Huei-Chung	4	3*	57%	Re-appointed on June 21, 2019
Committee Member	Ding, Kung-Wha	7	0	100%	Appointed to fill the vacancy with the Board's approval on May 11, 2020.

*For medical issues/illness, 3 meetings attended by proxy.

Proposals and resolutions of the Remuneration Committee meetings

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
8 th meeting of 4 th term January 5, 2021	<ol style="list-style-type: none"> 2020 executive officers' year-end and performance bonus payment. 2021 executive officers' salary compensation payment. Proposal for suggestion of Restricted Stock Awards and allotment shares of managerial officer. Proposal for Company's 2021 issuance of New Restricted Stock Awards approaches. 	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
9 th meeting of 4 th term February 25, 2021	Proposal for the 2020 distribution of remuneration to employees and directors.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
10 th meeting of 4 th term March 18, 2021	<ol style="list-style-type: none"> Proposal for issuance of Employee Stock Option Certificates of 2021 and allotment shares of managerial officer. Proposal for employee stock ownership trust and manager participation in the employee stock ownership trust deposit incentive. 	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
11 th meeting of 4 th term April 27, 2021	1. Proposal for 2020 director remuneration distribution.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
12 th meeting of 4 th term July 28, 2021	1. Proposal for issuance of Restricted Stock Awards and allotment shares of managerial officer.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
13 th meeting of 4 th term November 5, 2021	1. Proposal for "Procedures for Remuneration of Directors and Functional Committee Members".	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
14 th meeting of 4 th term November 23, 2021	1. Proposal for Company's 2021 2 nd issuance of New Restricted Stock Awards approaches.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.