

Remuneration Committee Meeting Status in 2021

Operation of the Remuneration Committee

- ✚ Terms of current members: 6/21/2019 ~ 6/20/2022.
- ✚ A total of seven (A) Remuneration Committee meetings were held in the most recent year. The attendance of the members were as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Rate of attendance in person (%) (B / A) (Note)	Remarks
Convener	Chia-Shen Chen	10	0	100%	
Member	Chi-Lin Wea	9	1	90%	
Member	Robert K. Su	10	0	100%	

Note:

- (1) If any member of the Remuneration Committee left before the end of the year, the date of resignation shall be disclosed. Attendance rate in person (%) shall be calculated based on the number of meetings the member attended divided by the total number of meetings during his/her term of office of.
- (2) If there was re-election for members of the Remuneration Committee before the end of the year, the names of both the former and current members shall be listed and specify whether the members are former, new, or re-elected, as well as the date of the election shall be disclosed. Attendance rate in person (%) shall be calculated based on the number of meetings the member attended in person divided by the total number of meetings during his/her term of office.
- (3) Number of meetings held in the most recent year and up to the publication date of this Annual Report include: Five meetings in 2020 and five meetings in 2021. (as of December 31, 2021)

Motions Discussed and Resolution Status of the Remuneration Committee were as follows

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
03/11/2021 9 th Meeting of The 4 th Term	Chia-Shen Chen, Chi-Lin Wea, Robert K. Su	2020 compensation amount recommendation for employees and directors		All attended members unanimously resolved the amount of compensation recommended for employees and directors. Actual provision % shall be calculated based on audited amount of net income before tax.
04/22/2021 10 th Meeting of The 4 th Term	Chia-Shen Chen, Chi-Lin Wea, Robert K. Su	Distribution of 2020 compensation for employees and directors		Unanimously resolved and proposed to Board of Directors for resolution.
		Review 2 nd share subscription amount for managers and employees		Unanimously resolved and proposed to Board of Directors for resolution.

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
05/07/2021 11 th Meeting of The 4 th Term	Chia-Shen Chen, Robert K. Su	Amount of employee stock subscription for managerial officers		Unanimously resolved and proposed to Board of Directors for resolution.
10/19/2021 12 th Meeting of The 4 th Term	Chia-Shen Chen, Chi-Lin Wea, Robert K. Su	2020 remuneration of corporate directors and supervisors of affiliates and other invested companies		Unanimously resolved and proposed to Board of Directors for resolution
12/24/2021 13 th Meeting of The 4 th Term	Chia-Shen Chen, Chi-Lin Wea, Robert K. Su	Amount of year-end bonus for board chairman and managerial officers (including employees).		Unanimously resolved and proposed to Board of Directors for resolution
		Additional payment of Lunar New Year for Directors		Unanimously resolved and proposed to Board of Directors for resolution
		Additional payment of Lunar New Year for Remuneration Committee members	No discussion based on avoidance of interest	All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
03/02/2022 14 th Meeting of The 4 th Term	Chia-Shen Chen, Chi-Lin Wea, Robert K. Su	2021 compensation amount recommendation for employees and directors		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
		Distribution of 2021 compensation for employees and directors		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.