



## Operations and Major resolutions of the Remuneration Committee in 2021:

1. The number of the Remuneration Committee : 3
2. Period of the term : 06-19-17 to 06-18-20. There are 3 meetings in 2021. The attendance of Committee for the 3 meetings:

Title	Name	Attendance (B)	By Proxy	Attendance Rate (%) (B/A)	Note
Convener/ Independent Director	Y.J. Ding	3	0	100%	N/A
Committee/ In. Director	S.G. Wang	3	0	100%	N/A
Committee/ In. Director	Y.L. Su	3	0	100%	N/A
Sum		9	0	100%	N/A

### To review salary and remuneration periodically

The function of the company's remuneration committee is to evaluate the salary and remuneration policies and systems of the company's directors, supervisors and managers with a professional and objective status. It meets at least three times a year, and may hold meetings at any time as needed to propose to the board of directors Suggestions for reference in decision-making.

1. The power of the company's remuneration committee
  - (1) Regularly review the company's remuneration rule and propose amendments.
  - (2) Formulate and regularly review the company's directors, supervisors and managers' performance and remuneration policies, systems, standards and structures.
  - (3) Regularly evaluate the remuneration of the company's directors, supervisors and managers.
2. Once the remuneration committee performs its functions, it shall be based on the following standards
  - (1) Salary management should conform to the company's salary philosophy.
  - (2) The performance evaluation and remuneration of directors, supervisors and managers should refer to the usual level of payment in the industry, and consider the reasonableness of the relationship between personal performance and the company's operating performance and future risks.
  - (3) Directors and managers should not be guided to engage in behaviors that exceed the risk appetite of the company in pursuit of remuneration.
  - (4) The ratio of the short-term performance of directors and senior managers and the payment time of part of the variable salary payment should be determined in consideration of the characteristics of the industry and the nature of the company's business.

(5) The members of this committee shall not participate in discussion and voting on their personal salary and remuneration decisions.

**The major resolution of the Remuneration Committee in current year (2020)**

Board of Director	the Remuneration Committee	Issue	Resolution	Follow up
6 <sup>st</sup> meeting of 8 <sup>th</sup> Term (2021.03.19)	4 <sup>th</sup> meeting of 4 <sup>th</sup> Term (2021.03.19)	Review the company's 2020 annual employee compensation and the compensation and distribution of directors.	The proposal was approved by whole committee and submit to BOD.	Sent to Board of Directors and approved by all directors presented.
9 <sup>th</sup> meeting of 8 <sup>th</sup> Term (2021.08.09)	5 <sup>th</sup> meeting of 4 <sup>th</sup> Term (2021.08.09)	1. Review the case of the distribution of the amount of compensation for managers in 2020 2. Created the "Regulation for Year-end and Performance Bonus "	1. The proposal was approved by whole committee and submit to BOD. 2. The proposal was approved by whole committee and submit to BOD.	Sent to Board of Directors and approved by all directors presented.
11 <sup>th</sup> meeting of 8 <sup>th</sup> Term (2021.12.27)	6 <sup>th</sup> meeting of 4 <sup>th</sup> Term (2021.12.27)	Review the 2021 manager's year-end bonus.	The proposal was approved by whole committee and submit to BOD.	Sent to Board of Directors and approved by all directors presented.