

Formation, responsibility and operation of the remuneration committee of the company

1. Information on members of the remuneration committee

Column of identity (Note 1)	Conditions	Whether have more than five years working experience and the following professional qualifications			Compliance with independence (Note 2)										Family of any member of the remuneration committee of other public company	Notes (Note 3) Full content		
		Public and private college or university lecturer or above in commercial, legal, financial, accounting or corporate business related fields	Judge, prosecutor, lawyer, accountant or other professional and technical personnel who have passed national examination and obtained certificates required for business of the company	Have the working experience in commercial, legal, financial and accounting fields or required for corporate business	1	2	3	4	5	6	7	8	9	10				
Independent director	Liang, Bor Song	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1	None
Independent director	Lee, Chien Min	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	None
Independent director	Tan Bee Ling		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	None

Note 1: please fill director, independent director or others in the column of identity.

Note 2: please type "✓" in the box below each condition number for each member who meets the following conditions during term of office and two years prior to appointment.

- (1) is not employed by the company or its affiliated enterprise
- (2) is not a director or supervisor of the company or its affiliated enterprise. The independent director appointed by the company or its parent and subsidiary according to the Company Law or local laws shall not be subject to the above restrictions.
- (3) not holding more than 1% of the total amount of shares issued by the company by himself/herself, his/her spouse, minor children or in the name of another person, or not being one of the top 10 natural person shareholders.
- (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship or any of the managerial officers stated in the preceding paragraph (1) or the persons in the preceding paragraph (2) and (3).
- (5) Not a director, supervisor or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the company, is ranked in the top 5 in shareholdings or designates its representative to serve as a director or supervisor of the Company under Article 27, paragraph 1 or 2 of the Company Act.(except for independent directors appointed by the company or its parent company or subsidiaries in accordance with this Law or local law) .
- (6) Not a director, supervisor or employee of other companies that are controlled by the person who also controls the majority of the company's directors' seats or voting shares. (except for independent directors appointed by the company or its parent company or subsidiaries in accordance with this Law or local law) .

- (7) Not a director (or governor), supervisor or person holding an equivalent position of the company and that person in any of those positions at another company or institution are the same person or are spouses (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company or any subsidiary, as appointed in accordance with this Act or with the law of the country of the parent or subsidiary).
- (8) Not a director (or governor), supervisor, managerial officer or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the company (the same does not apply, however, in cases where a particular company or institution holds more than 20% of the total issued shares of the company, but not more than 50%, holding positions concurrently at the company and its parent company).
- (9) Not a professional individual who or an owner, partner, director (or governor), supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or its affiliates or that provides commercial, legal, financial, accounting or related services to the Company or its affiliates for which the provider in the last 2 years has received accumulative compensation less than NT\$500,000, or a spouse thereof. Provided that this restriction does not apply to a member of the Remuneration Committee, Public Tender Offer Review Committee, or Special Committee for Merger/Consolidation and Acquisition, who exercises powers pursuant to the Securities and Exchanges Act, the Business Mergers and Acquisitions Act, or related law and regulations.
- (10) not in case of any of the circumstances contained in Article 30 of the Company Law.

2. Information on the operation of the remuneration committee

- (1) There are three members of the company's remuneration committee.
- (2) Term of current committee members: from August 7, 2018 to June 19, 2021, the remuneration committee has held 4 meetings (A) from the beginning of the latest year (2019) to the date of publication of the annual report, the membership qualification and attendance are as follows:

Position	Name	Actual attendance (B)	Proxy attendance	Actual attendance rate (%) (B/A) (Note)	Note
Convener	Liang, Bor Song	3	1	75%	None
Committee member	Lee, Chieh Min	3	0	75%	None
Committee member	Tan Bee Ling	4	0	100%	None

Other matters required to be recorded:

I. Main responsibilities of the remuneration committee:

1. Make regular review on the remuneration committee charter and propose amendments.
2. Establish and regularly review the performance evaluation standards, annual and long-term performance targets for directors, supervisors and managers of the company, as well as the remuneration policies, system, standards and structure, and disclose the content of performance evaluation standards in the annual report.
3. Regularly evaluate the achievement of performance targets for the directors, supervisors and managers of the company, and determine the content and amount of individual remuneration based on the evaluation results obtained from performance evaluation standards. The annual report shall disclose the individual performance evaluation results of directors, supervisors and managers, the correlation between the content and amount of individual remuneration and performance evaluation results and the rationality of the content and amount of individual remuneration, and shall be reported to the meeting of shareholders.

II. If the board of directors does not adopt or revise the proposals made by the remuneration committee, it shall state the date and period of the board meeting, the content of proposals and the results of board resolution, as well as the company's treatment of the proposals made by the remuneration committee (if the remuneration approved by the board of directors is superior to that proposed by the remuneration committee, it shall state the difference and cause): none.

III. In respect to the resolutions made by the remuneration committee, if any member has objections or reservations included in a record or written statement, it shall state the date and period of the committee meeting, the content of proposals, all members' opinions and the treatment of member opinions: none.

Remuneration committee	Proposal content and subsequent treatment	Resolution
The 2nd meeting of the 4th session on March 21 2019	<ol style="list-style-type: none"> 1. The company's directors remuneration. 2. The company's managers remuneration. 3. The company's general manager vehicle acquisition. 	<ol style="list-style-type: none"> 1. All members present approved without objection. 2. All members present approved without objection. 3. All members present approved without objection.
The 3rd meeting of the 4th session on November 7, 2019	<ol style="list-style-type: none"> 1. To correct the company's managers remuneration--payment of 2019 year-end bonus. 2. The company's president vehicle acquisition. 3. The company's remuneration committee's work plan for 2019. 	<ol style="list-style-type: none"> 1. All members present approved without objection. 2. All members present approved without objection. 3. All members present approved without objection.
The 4th meeting of the 4th session on March 19, 2020	<ol style="list-style-type: none"> 1. To correct The company's managers remuneration--payment of 2019 year-end bonus. 2. The company's directors remuneration, proposed for discussion. 3. The company's managers remuneration. 	<ol style="list-style-type: none"> 1. All members present approved without objection. 2. All members present approved without objection. 3. All members present approved without objection.
The 5th meeting of the 4th session on May 7, 2020	<ol style="list-style-type: none"> 1. Remuneration of Finance and Accounting Officers. 	<ol style="list-style-type: none"> 1. All members present approved without objection.