

2020 Operation of the Remuneration Committee

The remuneration committee convened 7 (A) meetings in the most recent year (2020), and the attendance of the committee members is as follows:

Title	Name	Number of Actual Attendance (B)	Number of Attendance by proxy	Actual Attendance Rate (%) [B/A]	Remarks
Convener	Kuang Si Shiu	7	0	100	
Member	Ming Ling Hsueh	7	0	100	
Member	Yin Hua Yeh	7	0	100	
Member	Hsing Yi Chow	7	0	100	

Other items which should be recorded:

- In cases where the board of directors does not adopt or amend the proposal by the remuneration committee, the minutes concerned shall clearly state the meeting date of the board of directors, term, contents of motions, resolutions, and the Company's handling of the remuneration committee's opinions (such as in cases where the remuneration approved by the board is greater than that which is proposed by the committee, then the difference and the reason for the difference shall be stated): None.
- For resolutions reached by the remuneration committee, if there were any objections or reservations expressed by committee members and were recorded in the minutes or in written statements, the minutes concerned shall state clearly the meeting date of the remuneration committee, term, contents of motions, opinions of all members and actions taken on these opinions: None.

The motions and resolutions of the remuneration committee in the most recent year (2020), and the Company's handling of the members' opinions are as follows:

Remuneration Committee Meeting	Important Motions for Discussion	Resolution	The Company's Handling of the Remuneration Committee Members' Opinions
6 th meeting of the 8 th term - January 16, 2020	<ol style="list-style-type: none"> The motion for performance appraisal on the group performance bonus of the Company's chairperson in 2019 The motion for performance appraisal on the group performance bonus of the Company's president, chief functional officers, chief executive officer, and auditor-general in 2019 The motion to amend the Company's performance management measures 	Approved by all members	Submitted to the board and approved by all the directors present
7 th meeting of the 8 th term - March 17, 2020	<ol style="list-style-type: none"> The motion for the Company's allocation of remuneration to employees for 2019 The motion for the Company's allocation of remuneration to the directors of the board for 2019 	Approved by all members	Submitted to the board and approved by all the directors present
8 th meeting of the 8 th term - April 21, 2020	The motion to establish the method of remunerating directors of the board of the Company	Approved by all members	Submitted to the board and approved by all the directors present

Remuneration Committee Meeting	Important Motions for Discussion	Resolution	The Company's Handling of the Remuneration Committee Members' Opinions
9 th meeting of the 8 th term – June 16, 2020	<ol style="list-style-type: none"> 1. The motion for the dispensing of remuneration to the directors of the board and supervisors of invested enterprises appointed by the Company in 2019 2. The motion for the Company's dispensing of remuneration to the directors of the board (excluding independent directors) for 2019 3. The motion to establish the shareholding policy for senior management of the Company 4. The motion to amend the Company's Remuneration Committee Charter 	Approved by all members	Submitted to the board and approved by all the directors present
10 th meeting of the 8 th term – July 21, 2020	<ol style="list-style-type: none"> 1. The motion for the Company's 2019 allocation of employee remuneration to managerial officers. 2. The motion to amend the Company's performance evaluation measures of the board of directors and functional committees 	Approved by all members	Submitted to the board and approved by all the directors present
11 th meeting of the 8 th term – August 18, 2020	<ol style="list-style-type: none"> 1. The motion to regularly review the policies, systems, standards, and structures for performance evaluation and remuneration of directors of the board and managerial officers of the Company 2. The motion to amend the Company's measures on appointment and management of managerial officers 3. The motion to amend the Company's performance management measures 	Approved by all members	Submitted to the board and approved by all the directors present
12 th meeting of the 8 th term – December 15, 2020	<ol style="list-style-type: none"> 1. The motion to amend the Company's measures on appointment and management of managerial officers 2. The motion to amend the Company's performance management measures 3. The motion to amend the Company's method of remuneration for employees 	Approved by all members	Submitted to the board and approved by all the directors present