

【Operation Status of the Remuneration Committee】

The members of the "Remuneration Committee" of the Company consist of all independent directors and are appointed by a resolution of the Board of Directors. The number of members shall not be less than three, and one of whom shall be the convener. The Committee shall convene at least twice a year to faithfully perform the following functions and powers with the attention of a good manager and submit the recommendations to the Board of Directors for discussion.

The functions and powers of the Committee include:

1. To formulate and regularly review the policies, systems, standards and structures for performance evaluation and remuneration of directors and managers.
2. To evaluate and formulate the remuneration of directors and managers on a regular basis.

【The results of the performance evaluation of the Remuneration Committee】

According to the performance evaluation results of the Company's Remuneration Committee in 2019, the average score of each indicator (the highest is 5 points by adopting 5 points method) is as follows:

- (1) Degree of participation in the operation of the Company: 4.77
- (2) Recognition of responsibility: 4.87
- (3) Improvement of decision-making quality: 4.97
- (4) Composition and selection of members: 5.00

Evaluation result: the Remuneration Committee is in good operation with continuous improvement.

【Members of the Remuneration Committee】

Status (Note 1)	Name	Qualification	Having more than 5 years work Experience and the following qualifications			Compliance of independence (Note 2)								Number of concurrently acting as the member of the Remuneration Committee of other listed companies	Note
			Lecturer (or above) of commerce, law, finance, accounting, or any subjects relevant to the Company's operations in a public or private tertiary institution	Certified judge, attorney, lawyer, accountant, or others of professional qualification relevant to the Company's operations	Commercial, legal, financial, accounting or other work experiences required to perform the assigned duties	1	2	3	4	5	6	7	8		
Independent Director	Tang Chak Lam		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1	
Independent Director	Liou Chih-Poung		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1	
Independent Director	Huang Hsin-Hui		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	

Note 1: The "Status" field shall describe the party's title as director, independent director, or others.

Note 2: Place a "✓" in the box below if the member met the following conditions at any time during the term of office and two years prior to the date of appointment.

- (1) Not employed by the Company or by any of its affiliated companies.
- (2) Not a director or supervisor of the company or any of its affiliates. 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 the Securities and Exchange Act or with the laws of the country of the parent or subsidiary.
- (3) Does not hold more than 1% of the Company's total outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is the top 10 natural person shareholders of the Company.
- (4) Not a spouse, a relative of second degree or closer, or a direct blood relative of third degree or closer to anyone listed in the three preceding criteria.
- (5) Not a director, supervisor, or employee of the Company's juridical person shareholder holding more than 5% of the Company's total outstanding shares; nor a director, supervisor, or employee of any of the top 5 juridical person shareholders.
- (6) Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any companies or institutions that have financial or business relationship with the Company.

- (7) Not a professional who provides commercial, legal, financial, accounting, or consulting services to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliate.
- (8) Does not meet any description stated in Article 30 of the Company Act.

Title	Name	Major academic qualifications	Major experience
Convener	Tang Chak Lam	Hong Kong Polytechnic University	<ol style="list-style-type: none"> 1. Vice President and Group Financial Controller of Sunbase International (Holding) Limited Group 2. Chief Accountant of Tati Group (China division of Lippo Group) 3. Audit Trainee to Audit Manager of Coopers & Lybrand (now PwC) 4. Executive Director of Carry Wealth Holdings Limited (Hong Kong)
Committee member	Liu Chih-Poung	<ol style="list-style-type: none"> 1. Master of Law and Political Science, the University of Tokyo, Japan 2. Master of Law, the National Taiwan University 3. Bachelor of Law, the National Taiwan University 	<ol style="list-style-type: none"> 1. Partner-in-Charge of Stellex Law Firm 2. Partner-in-Charge of Formosan Brothers Attorneys-at-Law 3. Chairman of Taiwan Labor Law Association 4. The 25th term Chairman of the Taipei Bar Association 5. Chairman of Taiwan Law Society 6. Chairman of Taiwan Society of Construction Law 7. Member of the Basic Wage Review Committee of Ministry of Labor, Taiwan 8. Member of the Regulatory Committee of Ministry of Labor, Taiwan 9. Member of the Committee on Improper Labor Practices of Ministry of Labor, Taiwan
Committee member	Huang Hsin-Hui	<ol style="list-style-type: none"> 1. Master of Law and Political Science, the University of Tokyo, Japan 2. Bachelor of Law, the National Taiwan University 	<ol style="list-style-type: none"> 1. Director of Stellex Law Firm 2. Partner lawyer of Formosan Brothers Attorneys-at-Law 3. Court Evaluation Committee (the 4th term) of Judicial Yuan 4. Director of Taipei Bar Association (the 26th and 27th terms) 5. Standing supervisor of Taipei Bar Association (the 28th term) 6. Member of International Affairs Committee of Taiwan Bar Association 7. Member of Taipei City Land Price and Standard Land Price Evaluation Committee 8. Labor Disputes Law and Living Expenses Review Team of Ministry of Labor 9. Member of Labor Dispute Mediation of Taipei City Government 10. Member of Labor Dispute Arbitration of New Taipei City Government 11. Lecturer on Labor Law at Lawyers' Institute

For information on the convening of the Committee's meetings and the attendance rate of each member, please refer to the annual report of the Company or to the "Market Observation Post System" (<http://mops.twse.com.tw/mops/web/t146sb05>, OTC-Listed Company code 5820).