

Compensation Committee

Category	Name	Education	Work Experience	Current Job
Convener	Francis Tsai	Computer/Control Engineering Department, Chiao-Tung University, Taiwan	Chairman and CEO, Waffer Technology Corp. Chairman, National Aerospace Fasteners Corporation Vice Chairman, Getac Technology Corporation Independent Director and Convener of Compensation Committee, Winbond Electronics Corporation	Chairman and CEO, Waffer Technology Corp. Chairman, National Aerospace Fasteners Corporation Vice Chairman, Getac Technology Corporation Independent Director and Convener of Compensation Committee and member of Audit Committee , Winbond Electronics Corporation
Member	Allen Hsu	MBA, National Chengchi University Refresher course of Walton Business School	Chairman, altek Corporation Chairman, Taiwan Mask Corporation Chairman, Myson Century, Inc. Director, Parpro Corporation Director, Innodisk Corporation Independent Director, ANZ Bank (Taiwan) Limited Independent Director, Nuvoton Technology Corporation Independent Director and member of Compensation Committee, Winbond Electronics Corporation	Director, Parpro Corporation Director, Innodisk Corporation Independent Director, Nuvoton Technology Corporation Independent Director and member of Compensation Committee and Convener of Audit Committee , Winbond Electronics Corporation
Member	Jerry Hsu	MBA, Waseda Business School.	Director, Kinpo Electronics, Inc. Director, PCHOMESTORE INC. Independent Director, Nuvoton Technology Corporation Independent Director, SIRTEC INTERNATIONAL CO.,LTD Independent Director and member of Compensation Committee, Winbond Electronics Corporation	Director, Kinpo Electronics, Inc. Independent Director, Nuvoton Technology Corporation Independent Director, SIRTEC INTERNATIONAL CO.,LTD Independent Director and member of Compensation Committee and member of Audit Committee , Winbond Electronics Corporation
Member	Stephen Tso	Ph.D & MS From Materials Science and Engineering, U.C Berkeley	President of WaferTech General Manager of MCVD, Applied Material, Inc. Applied Mate CIO & Sr. V.P, TMSC	Independent Director,AOPEN INC. Independent Director and member of Compensation Committee and member of Audit Committee , Winbond Electronics Corporation

Work Summary of Remuneration Committee:

1. Periodically review Remuneration Committee rules and offer suggestions for amendment.
2. Set and review the annual performance targets for directors and managers as well as salary and remuneration policy, system, standards and structure.
3. Periodically evaluate the attainment of performance targets by directors and managers, and set the components and amount of salary and compensation for individual director and manager.

Information on Operation of the Compensation Committee

Date	Agenda item	Resolution adopted by the Compensation Committee	Company's action with regard to the opinion of Compensation Committee
108.03.25 6th meeting of Third-term committee	<ul style="list-style-type: none"> * The self-assessment of the performance of the directors for 2018 * The assessment of the performance of the managerial officers for the second half of 2018 * By the review of the Company " Compensation Committee Charter ", it complies with the statutory norms and has not been adjusted due to changes in the Act, and no amendments are required. 1. Please review and approve the 2018 compensation of each director of the eleventh term. 2. Please review and approve the 2019 compensation of each director of eleventh term. 3. Please review and approve the operating performance bonus for the managerial officers for the third and fourth quarters of 2018 as well as the retained operating performance bonus for 2018. 4. Please review and approve the Company's distribution of employee compensation for 2018. 5. Please review and approve the Company's distribution of the compensation of managerial officers for 2019. 6. It is proposed to appoint Jessica Huang , Vice President of Finance, to concurrently act as Corporate Governance Chief. Please review and approve the same. 	Passed by all committee members present	The proposal had been reviewed and approved by Board meeting. and was passed with the unanimous consent of all directors present.
108.07.25 7th meeting of Third-term committee	<ol style="list-style-type: none"> 1. Please review and approve the compensation to the newly elected Independent Director of eleventh term, Mr. STEPHEN Tso. 2. The Company intends to engage Mr. Hsiang-Yun Fan as a managerial officer acting as Vice President. 3. The Company intends to dismiss Mr. Pei-Ming Chen as Vice President of the DRAM Product Business Group and as the Company's managerial officer. 4. The Company intends to dismiss Mr. Yu-Sung Cheng as a managerial officer. 5. It is proposed to amend the Company's Rules for Retirement of Engaged Managerial Officers. 	Same as above	Same as above
108. 10.25 8th meeting of Third-term committee	<ul style="list-style-type: none"> * The performance assessment report on the Company's managerial officers for the first half of 2019 1. It is proposed to determine the percentage of pre-tax net profit to be allocated as remuneration of directors for 2019. 2. It is proposed to determine the percentage of pre-tax net profit to be allocated as remuneration of the Company's employees for 2019. 3. It is proposed that on November 1st 2019, Mr. Wen-Hua Lu will be promoted to be the Vice 	Same as above	Same as above
108.12.23 9th meeting of Third-term committee	<ol style="list-style-type: none"> 1 It is proposed to amend the Company's Rules for Remuneration and Performance Assessment of Directors and rename the same the "Rules for Remuneration of Directors and Performance Assessment of the Board of Directors." 	Same as above	Same as above