

## Remuneration Committee Meeting Agenda and Resolution

Remuneration Committee	Item	Resolution	The company's response to the members' opinions
2020.02.07 10th meeting of 3rd-term committee	Appointment of Mr. Pei-Ming Chen as a managerial officer and president.	Passed by all committee members present	None
	Promotion of Mr. Tung-Yi Chan to deputy CEO.	Same as above	None
	The retirement application made by deputy CEO Yuan-Mow Su and his discharge as a managerial officer.	Same as above	None
	The change of the Company's Chief Accounting Officer.	Same as above	None
	The special bonus for VP Jessica Huang.	Same as above	None
2020.04.30 11th meeting of 3rd-term committee	Proposal of the 2019 remuneration for individual directors on the 11th-term board.	Same as above	None
	Proposal of the 2020 remuneration for individual directors on the 11th-term board.	Same as above	None
	Proposal of the 2019 retention bonus for managerial officers.	Same as above	None
	Proposal of the 2019 employee compensation distribution plan and the employee compensation to each managerial officer.	Same as above	None
	Proposal of the 2020 remuneration plan for managerial officers	Same as above	None
	Amendment of Compensation Committee Charter	Same as above	None
	Amendment of the Rules for Remuneration of Directors and Performance Evaluation of the Board of Directors.	Same as above	None
	Review the company's " Rules for Remuneration and Performance Assessment of Managerial Officers ". The policies, structures, systems and standards for performance evaluation and compensation are in line with the scope of the annual report and actual management needs, and no amendment is required.	N/A.	N/A.
2020.06.12 1st meeting of 4th-term committee	The retirement of Jessica Huang, Vice President of the Company, and dismissal from the posts of Vice President and Corporate Governance Officer.	Passed by all committee members present	None
	Promotion of Mr. Wen-Chang Hung to vice president.	Same as above	None

	Appointment of Mr. Kun-Lung Chen, Director of Legal Division, to serve concurrently as Corporate Governance Officer.	Same as above	None
	Proposal of the 2020 remuneration for individual directors on the 12th-term board.	Same as above	None
2020.11.12 2nd meeting of 4th-term committee	The retirement of Cheng-Kung Lin, Vice President of the Company, and dismissal from the posts of Vice President	Same as above	None
	Finalization of the 2020 director compensation distribution plan.	Same as above	None
	Finalization of the 2020 employee compensation distribution plan.	Same as above	None
	Proposal of the 2020 Q2 performance bonus and the special bonus.	Same as above	None