

Operational Status of Remuneration Committee in 2020

Date and sessions of Remuneration Committee	Proposal contents	Opinions from the members and the Committee's decision	Handling of members' opinions
5 th meeting of Remuneration Committee under the 18 th board on February 14, 2020	Intended formulation of the Company's Regulations Governing Annual Performance Reviews, Salary Adjustments and Bonuses for Chairperson and Appointed Managers	All the (three) attending members agreed to return this proposal to Administration Department and ask Administration Department to modify it according to the suggestion from the convening member Ching-He Chang, so that all the performance review items are robust and feasible. The revised proposal would be resubmitted to the Remuneration Committee for review.	Processed per decision by the Remuneration Committee
6 th meeting of Remuneration Committee under the 18 th board on June 16, 2020	Intended formulation of the Company's Regulations Governing Annual Performance Reviews, Salary Adjustments and Bonuses for Chairperson and Appointed Managers	All the (three) attending members agreed to return this proposal to Administration Department and ask Administration Department to modify it, so that all the performance review items are robust and feasible. The revised proposal would be resubmitted to the Remuneration Committee for review.	Processed per decision by the Remuneration Committee
7 th meeting of Remuneration	Intended formulation of the Company's	Approved by all the attending (three)	(1) Processed per decision by the

<p>Committee under the 18th board on July 28, 2020</p>	<p>Regulations Governing Annual Performance Reviews, Salary Adjustments and Bonuses for Chairperson and Appointed Managers</p>	<p>members unanimously and submitted to the 17th meeting of the current board for review. The Administration Department was asked to refer to the practices at other companies regarding the rights and obligations associated with the appointment, dismissal and transfer of professional managers to staff roles, so that relevant management guidelines could be structured to protect the rights of professional managers on the job.</p>	<p>Remuneration Committee (2) Submitted to the 17th meeting of the 18th board on August 11, 2020 for review. To ensure the fairness and objectivity of the performance reviews, the original proposal was withdrawn by the responsible department before review. The revised proposal for greater robustness would be resubmitted for review.</p>
<p>8th meeting of Remuneration Committee under the 18th board on December 18, 2020</p>	<p>Suggestion of bonuses, salaries, and remunerations for the Company's Chairperson and appointed managers based on 2019 year-end performance reviews</p>	<p>All the attending (three) members reviewed the performance and contribution of individual managers for 2019, assigned ratings and levels of performance bonuses and submitted the proposal to the 20th meeting of the current board.</p>	<p>Processed per decision by the Remuneration Committee For future reference and with consent by the 20th meeting of the 18th board on December 29, 2020</p>