

Remuneration Committee Meeting Agenda and Resolution

Remuneration Committee	Item	Resolution	The company's response to the members' opinions
2021.03.16 3rd meeting of 4th-term committee	The amendment of the Rules for Remuneration of Directors and Performance Evaluation of the Board of Directors.	Passed by all committee members present	None
	Proposal of 2020 remuneration for individual directors on the eleventh and twelfth term directors.	Same as above	None
	Proposal of 2020 remuneration for individual directors on the twelfth term directors.	Same as above	None
	Proposal of the 2020 Q3 and Q4 performance bonus for managerial officers and the 2020 retention bonus and special bonus for managerial officers.	Same as above	None
	Proposal of 2020 employee compensation distribution plan and remuneration for managerial officers.	Same as above	None
	The pension of managerial officer Shi-Yuan Wang upon his retirement.	Same as above	None
	The adjustment of standard allowance for managerial officers.	Same as above	None
	2021 remuneration plan for individual managers.	Same as above	None
	The remuneration for managerial officer Arthur Yu-Cheng Chiao.	Same as above	None
2021.09.23 4th meeting of 4th-term committee	Proposal of the 2021 Q1 and Q2 performance bonus for managerial officers.	Same as above	None
	Proposal of the 2021 Q1 and Q2 performance bonus for managerial officer Arthur Yu-Cheng Chiao.	Same as above	None
2021.11.04 5th meeting of 4th-term committee	2021 director compensation distribution plan.	Same as above	None
	2021 employee compensation distribution plan.	Same as above	None
	Review of the Organizational Rules for Remuneration Committee for compliance. No correction was needed given no change was required by any change of the law.	N/A.	N/A.