

1. Information on the members of the Compensation Committee

2019/4/22

Title	Criteria Name	Meet the following professional qualification requirements, together with at least 5 years of work experience			Compliance of independence (Note)								Number of other public companies in which the member is also serving as a member of their compensation committee	Note
		Instructor or above in department of commerce/law/finance/accounting or other company affairs related subjects at public/private university/college	Judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license	Work experience in commerce, law, finance, accounting or other areas relevant to the business of the Company	1	2	3	4	5	6	7	8		
Others	Sun-Yuan Chien			v	v	v	v	v	v	v	v	v	0	Re-elected
Independent Director	Shan-Chieh Yen			v	v	v	v	v	v	v	v	v	0	Newly appointed
Independent Director	Ming-Hua Peng			v	v	v	v	v	v	v	v	v	0	Newly appointed

Note: For any committee member who fulfills the relevant condition(s) 2 years before being elected or during the term of office, please tick in the appropriate corresponding boxes.

- (1) Not employed by the Company or its affiliated companies.
- (2) Not a Director or Supervisor at the Company or its affiliated companies. This does not apply in cases where the person is an independent director of the Company, its parent company, or subsidiary where the company holds, directly and indirectly, more than 50% of the voting shares.
- (3) Not a natural-person shareholder who holds more than 1% of issued shares or is ranked top 10 in terms of the total shares held, including the shares held in the name of the person's spouse, minor children, or in the name of others.
- (4) Not a spouse, relative within the second degree of kinship, or direct, blood-related three-degree relative of the personnel listed in the first three criteria.
- (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of outstanding shares of the Company or that holds shares ranking in the top five in holdings.
- (6) Not a director (a member of the governing board), supervisor (member of the supervising board), managerial officer, or shareholder who holds more than 5% of shares of companies or institutions that have financial or business dealings with the Company.
- (7) Not a professional person, business owner, partner, director, supervisor, or manager of any sole-proprietorship, partnership, company, or institution providing commercial, legal, financial, or accounting services or consultations to the Company or any of its affiliated companies; nor a spouse of anyone listed herein.
- (8) Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.

2. Operations of the Compensation Committee

(1) The Company's Compensation Committee consists of 3 members.

(2) Term of office for the current members of the Compensation Committee: June 8, 2016 to June 7, 2019.

A total of two meetings were convened in 2018 and the attendance of the members was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Note
Member	Sun-Yuan Chien	2	0	100%	Re-elected
Convener	Shan-Chieh Yen	2	0	100%	Newly appointed
Member	Ming-Hua Peng	2	0	100%	Newly appointed

Annotations:

1. If the Board of Directors chooses not to adopt or amend the recommendations made by the Compensation Committee, the date and session of the Board of Directors' meeting, resolutions, voting results and handling of opinions of the Compensation Committee by the Company should be disclosed (if the compensation approved by the Board of Directors is better than that of the Compensation Committee, the discrepancies and related reasons should be stated): None.

2. If the members of the Compensation Committee have any dissenting or qualified opinions on the resolutions of the Compensation Committee, where such opinions are documented or issued through written statements, the date and session of the meeting of the Compensation Committee, resolutions, all the members' opinions and handling of these opinions should be stated: None.

3. Discussions and results of resolutions of the Compensation Committee and the Company's handling of opinions of the committee members:

First meeting of the Compensation Committee on February 12, 2018:

(1) Reviewed the Company's proposal for compensation distribution for employees, Directors, and Supervisors for 2017. The chair of the Compensation Committee consulted all committee members in attendance. The proposal was passed unanimously and submitted for discussion in the Board meeting where it was approved by all Directors in attendance.

(2) Reviewed the Company's salary and remuneration for Directors, Supervisors, and managerial officers and the distribution of compensation to Directors and Supervisors in 2017. The chair of the Compensation Committee consulted all committee members in attendance. The proposal was passed unanimously and submitted for discussion in the Board meeting where it was approved by all Directors in attendance.

Second meeting of the Compensation Committee on July 23, 2018:

(1) Reviewed the Company's proposal for compensation distribution for managerial officers for 2017. The chair of the Compensation Committee consulted all committee members in attendance. The proposal was passed unanimously and submitted for discussion in the Board meeting where it was approved by all Directors in attendance.