

Information on the members of the Compensation Committee

December 31, 2021

Criteria		Professional Qualification and Work Experience	Independence Criteria	Number of other public companies in which the member is also serving as a member of their compensation committee
Name	Title			
Independent Director/ Convener	Shan-Chieh Yen	<p>1. Please refer to Page 6 of the Annual Report for the Directors' Professional Qualifications and Experiences</p> <p>2. Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>1. Complies with all regulations stipulated by Article 14-6 of the Securities and Exchange Act and "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" as decreed by the Financial Supervisory Commission (FSC) (Note).</p> <p>2. Does not hold any of the Company's shares under his/her own name, or the person's spouse, minor children, or held by the person under others' names.</p> <p>3. Has not received any compensation for provision of commercial, legal, financial, accounting or related services to the Company or any of its affiliate in the past 2 years.</p>	None
Independent Director	Ming-Hua Peng	<p>1. Please refer to Page 6 of the Annual Report for the Directors' Professional Qualifications and Experiences</p> <p>2. Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>1. Complies with all regulations stipulated by Article 14-6 of the Securities and Exchange Act and "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" as decreed by the Financial Supervisory Commission (FSC) (Note).</p> <p>2. Holds 56,604 shares of the Company (shareholding ratio 0.04%) under his own name.</p> <p>3. Has not received any compensation for provision of commercial, legal, financial, accounting or related services to the Company or any of its affiliate in the past 2 years.</p>	None

Others	Sun-Yuan Chien	<p>1. Experience in commerce, law, finance, accounting or other areas relevant to the business of the Company</p> <p>2. Current Director and CEO of Taiwan Optical Platform Co., Ltd., experience for at least 10 years.</p> <p>3. Not under any of the categories stated in Article 30 of the Company Act.</p>	<p>1. Complies with all regulations stipulated by Article 14-6 of the Securities and Exchange Act and “Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange” as decreed by the Financial Supervisory Commission (FSC) (Note).</p> <p>2. Does not hold any of the Company’s shares under his/her own name, or the person’s spouse, minor children, or held by the person under others’ names.</p> <p>3. Has not received any compensation for provision of commercial, legal, financial, accounting or related services to the Company or any of its affiliate in the past 2 years.</p>	None
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Note: Is not involved in any of the following conditions during the individual’s term of office and two years prior to the date elected:

- (1) An employee of the Company or any of its affiliates.
- (2) A director or supervisor of the Company or any of its affiliates.
- (3) A natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders.
- (4) A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding 1 subparagraph, or of any of the persons in the preceding three subparagraphs.
- (5) A director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the Company's outstanding shares, a top five shareholder, or appointed as the Company's director or supervisor in accordance with Article 27 of the Company Act.
- (6) A director, supervisor, or employee of other companies controlled by the same person with over half of the Company's director seats or shares with voting rights.
- (7) A director, supervisor, or employee of another company or institution who is the same person or spouse of the Company's chairperson, president or equivalent position.
- (8) A director, supervisor, or executive officer of a specific company or institution with financial or business dealings with the Company, or shareholder with 5% or more shares of the Company.
- (9) A professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that audited or provided commercial, legal, financial, or accounting services for total compensation not exceeding NT\$500,000 in the most recent two years to

the Company or to any affiliate of the Company, or a spouse thereof.  
This does not apply to members of the Compensation Committee.

## 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: July 22, 2019 to June 11, 2022. A total of 3 meetings were convened in 2021 and the attendance of the members was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual Attendance Rate (%)	Note
Convener	Shan-Chieh Yen	3	0	100%	Re-elected
Member	Ming-Hua Peng	3	0	100%	Re-elected
Member	Sun-Yuan Chien	3	0	100%	Re-elected

### Annotations:

- I. 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.
- II. 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.
- III. 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 8, 2021:
  - (I) Reviewed the Company's proposal for compensation distribution for employees, Directors, and Supervisors for 2020. 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.
  - (II) Reviewed the Company's salary and remuneration for Directors, Supervisors, and management and the distribution of compensation to Directors and Supervisors in 2020.  
 Besides the individual members who did not participate in discussion or voting due to conflict of interests, the proposal was passed by the remaining members 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 13, 2021:
  - (I) Reviewed the Company's proposal for compensation distribution for managerial officers for 2020. 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.
 Third meeting of the Compensation Committee on October 14, 2021:
  - (I) Reviewed the Company's proposal for compensation distribution for employees, Directors, and Supervisors for the first half of 2021. 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.

