

### Audit Committee Meeting Status

A total of 7 (A) Audit Committee meetings were held in 2020. The independent directors' attendance status is as follows.

Title	2020.02.26	2020.03.26	2020.05.13	2020.06.18	2020.08.11	2020.11.12	2020.12.10
Wei-Min Sheng / Chair	V	V	V	V	V	V	V
Feng-Shang Wu	V	V	V	V	V	V	V
Chi-Yen Liang	V	V	V	V	V	V	V
Yu-Te Hounq	V	V	V	V	V	V	V
Wei-Kuo Chen	V	V	V	V	V	V	V

V: In person ○: By proxy X: Absence

## Remuneration Committee Meeting Status

A total of 3 (A) Remuneration Committee meetings were held in 2020. The Member' attendance status is as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Chair	Wei-Min Sheng	3	0	100.0%	
Member	Feng-Shang Wu	3	0	100.0%	
Member	Chi-Yen Liang	3	0	100.0%	

Important resolutions and status thereof

Term/___st/nd/rd/th time Date	Contents of motion	Independent director's opinion	the Company's handling of independent director's opinion
4-3 2020.02.26	<ul style="list-style-type: none"> <li>● Motion for proportion of allocation of remuneration to directors and employees in 2020. 【2% for remuneration to directors; 15% for remuneration to employees】</li> <li>● Suggestions on raise for managers in 2021.</li> </ul>	Approved by all members unanimously.	Approved by the Board of Directors.
4-4 2020.08.11	<ul style="list-style-type: none"> <li>● To amend "Remuneration Committee Charter".</li> <li>● Salary and remuneration to directors.</li> </ul>	Approved by all members unanimously.	Approved by the Board of Directors.
4-5 2020.12.10	<ul style="list-style-type: none"> <li>● Suggestions on raise and reward policy for managers in 2021.</li> <li>● Suggestions for new managers</li> </ul>	Approved by all members unanimously.	Approved by the Board of Directors.

Annotation :

- There was no recommendation of the Remuneration Committee that was not adopted or was modified by the Board of Directors.
- There were no written or otherwise recorded resolutions on which a member of the Remuneration Committee had a dissenting opinion or qualified opinion.
- The Company will take the salary level and economic trend in the market into account when adjusting employees' salary based on the Company's operating performance and personal performance each year. In the past, the range of raise was used to being higher than the market value, in order to shorten the gap between the market value and benchmark price. Nonetheless, since the gap has been shortened, the range of raise was suggested to be based on the market value. Meanwhile, the incentive compensation for variability was provided as the incentive tool, and a raise would be offered at the same time when any employee was promoted in order to encourage excellent talents.