

The Operation of Compensation Committee

1. The Compensation Committee was established on December 29, 2011.
2. The term of current committee: Jun. 2nd, 2020 to Jun. 1st, 2023. And 2 meetings were held by Compensation Committee until Dec. 31st, 2020, the attendance as list

Job Title	Name	Frequency of Actual attendance	Frequency of proxy attendance	Actual attendance ratio	Remarks
Convener (The independent Director)	Hung, Yu-Ting	4	0	100%	
The independent Director	Chen, Tza-Chien	4	0	100%	
Committee member	Wang, Chun-Wei	4	0	100%	