

The responsibilities of the Remuneration Committee are to formulate and regularly review the policies, systems, standards and structures of performance evaluation and remuneration of directors and managers, and to regularly evaluate and determine the remuneration of directors and managers.

Operation status of the Remuneration Committee:

- (1)The Company's Remuneration Committee consists of 3 members.  
 (2)The term of office of the current Remuneration Committee is: From June 16, 2020 to June 15, 2023.

A total of 3 meetings of the Remuneration Committee (A) were held in 2021 and 2022, with the qualifications of members and attendance records as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (B/A)	Note
Convener	James Huang	3	-	100%	-
Committee Member	Jennifer Shao	3	-	100%	-
Committee Member	Benny Wang	3	-	100%	-

Other matters to be recorded:

I. If the BOD declines to adopt or modify a recommendation of the Remuneration Committee, it should specify the date of the meeting, session, content of the motion, resolution by the BOD and the Company's response to the Remuneration Committee's opinion: None.

II. If there are resolutions of the Remuneration Committee to which members object or

express reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

III. The contents of proposals and resolutions as of the publication date of the annual reports in 2021 and the current year (2022) are as follows:

Date of Remuneration Committee	Major Resolutions	Opinions of all members of Remuneration Committee and the Company's handling of the opinions
Mar 25, 2021	<ol style="list-style-type: none"> <li>Proposal to assess the policy and composition of remuneration to directors and managers of the Company for 2021</li> <li>2020 Employee Remuneration Distribution</li> <li>2020 Directors Remuneration Distribution</li> </ol>	Approved by all committee members
August 10, 2021	<ol style="list-style-type: none"> <li>Proposal on separate distribution of Director Remuneration for 2020</li> <li>Proposal on distribution of manager remuneration for 2020</li> </ol>	Approved by all committee members
March 17, 2022	<ol style="list-style-type: none"> <li>Proposal to assess and establish compensations and remuneration for Directors and managers for 2022.</li> <li>The Company's 2021 Employee Remuneration Plan</li> <li>The Company's 2021 Directors Remuneration Plan</li> </ol>	Approved by all committee members