

Remuneration Committee

Responsibilities of the Compensation and Remuneration Committee

Committee members must exercise the care of a prudent administrator to fulfill the following duties, and offer recommendations for discussion by the Board of Directors.

- (1) Defines and regularly reviews policies, systems, standards, and structures related to the performance evaluation and the salary and compensation of directors, supervisors, and managers.
- (2) Periodically evaluate and determine the Company's remuneration to directors and managers.

The member of the Remuneration Committee :

Title	Name	Main experience (education)
Independent Director(Convener)	Chao Jang, Jing	Master of in Economics, California State University, USA
Independent Director (Committee member)	Chih Yuan Lu	PhD in Physics, Columbia University, USA Deputy General Director of ERSO, ITRI General Manager, Ardentec Corporation General Manager, Vanguard International Semiconductor Corporation
Independent Director (Committee member)	Hsueh Yu Lo	Master of Accounting and Information Technology, National Chung Cheng University Chairman of Grand Fortune Securities Investment Advisory Co., Ltd. President of Grand Fortune Securities Co., Ltd. Executive Vice President of Taiwan International Securities Co., Ltd.