

Remuneration Committee

Members of the Remuneration Committee

Title	Name	Education	Major Past Positions
Independent Director	Te-Pu Wang	Department of Electronic, National Taiwan University of Science and Technology	General Manager, D-Link Corporation General Manager, Alpha Networks Inc. retired
Independent Director	Shao-Chang Chu	Department of Chemical Engineering, National Cheng Kung University EMBA, National Chengchi University	Vice President, Citibank Finance Department & Supervisor, Citi Securities Vice President, Citibank Finance Service Department & Supervisor, Citi Securities Service Department Supervisor, Citibank Finance Service Departmen
Independent Director	Shi-Ying Gan	Master Degree in Department of Civil Engineering, National Cheng Kung University	Consultant, Evergreen Consulting Co., Ltd. Chief Engineer, Evergreen Consulting Co., Ltd. Associate Professor, Department of Civil Engineering, National Cheng Kung University Chairman, YOHO Beach Resort

Duties of the Remuneration Committee

The Committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the board of directors for discussion.

1. Periodically reviewing this Charter and making recommendations for amendments.
2. Establishing and periodically reviewing the annual and long-term performance goals for the directors, supervisors, and managerial officers of this Corporation and the policies, systems, standards, and structure for their compensation.
3. Periodically assessing the degree to which performance goals for the directors, supervisors, and managerial officers of this Corporation have been achieved, and setting the types and amounts of their individual compensation.

The Committee shall perform the duties under the preceding paragraph in accordance with the following principles:

1. Ensuring that the compensation arrangements of this Corporation comply with applicable laws and regulations and are sufficient to recruit outstanding talent.
2. Performance assessments and compensation levels of directors, supervisors, and managerial officers shall take into account the general pay levels in the industry, the time spent by the individual and their responsibilities, the extent of goal achievement, their performance in other positions, and the compensation paid to employees holding equivalent positions in recent years. Also to be evaluated are the reasonableness of the correlation between the individual's performance and this Corporation's operational performance and future risk exposure, with respect to the achievement of short-term and long-term business goals and the financial position of this Corporation.
3. There shall be no incentive for the directors or managerial officers to pursue compensation by engaging in activities that exceed the tolerable risk level of this Corporation.
4. For directors and senior managerial officers, the percentage of bonus to be distributed based on their short-term performance and the time for payment of any variable compensation shall be decided with regard to the characteristics of the industry and the nature of this Corporation's business.
5. No member of the Committee may participate in discussion and voting when the Committee is deciding on that member's individual compensation.