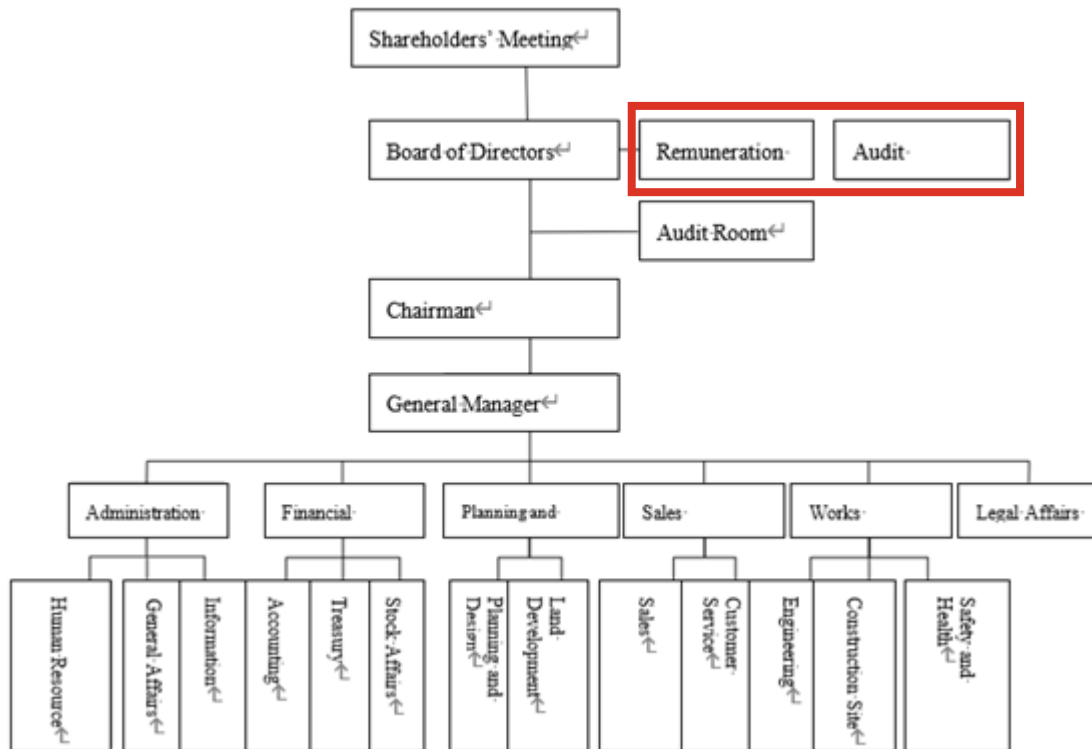


[Corporate governance structure]



Responsibilities of the Remuneration Committee

The Committee shall faithfully perform the following duties and powers with the care of a good steward and submit its recommendations to the Board of Directors for discussion. However, the proposal on the salary and remuneration of the supervisor shall be submitted to the board of directors for discussion, only if the salary and remuneration of the supervisor is stipulated in the company's articles of association or the board of directors is authorized to handle it by resolution of the shareholders' meeting:

1. Regularly review this procedure and make suggestions for amendments.
2. Establish and regularly review the performance evaluation standards, annual and long-term performance targets, and salary and remuneration policies, systems, standards and structures of the company's directors, supervisors and managers, and disclose the content of the performance evaluation standards in the annual report.
3. Regularly evaluate the achievement of performance goals of the company's directors, supervisors and managers, and determine the content and amount of their individual salary remuneration based on the evaluation results obtained from the performance evaluation standards. The annual report should disclose the individual performance evaluation results of directors, supervisors and managers, as well as

the correlation and rationality of the content and amount of individual salary and remuneration with the performance evaluation results, and report it to the shareholders' meeting.

The members of this committee are appointed by resolution of the board of directors, and their number shall not be less than three. All members recommend one person from each other to serve as the convener and chairman of the meeting. The committee is composed of two independent directors.

This committee meets at least twice a year. For the number of meetings of this committee and the attendance of members, please refer to the information announced by the company on the public information observatory.

Committee member:

Name	Principal work experience and academic qualifications
Liao, Fu-Pen Independent Director Convener	<ul style="list-style-type: none"> •Vice Operating Officer, Central Taiwan Operation Center, Mega International Commercial Bank
Li, Yan-Wen Independent Director	<ul style="list-style-type: none"> •Bachelor of Laws from National Chung Hsing University •Judge of the Supreme Court •Director-General of the Civil Division of the Judicial Yuan •President of the Taichung District Court •Chief Clerk of the Supreme Court •President of the Kaohsiung Branch of the Taiwan High Court •President of the Taiwan High Court
Chen, Hsiu-Ling Committee Member	<ul style="list-style-type: none"> •FONG YI CONSTRUCTION CO.,LTD. Manager of Management Department

Audit Committee Rights and Responsibilities

The regulations of this association are formulated in accordance with the provisions of Article 3 of the "Measures for the Exercise of Functions and Powers of Audit Committees of Publicly Offered Companies".

This committee shall consist of all independent directors, the number of which shall be no less than three, one of whom shall be the convener, and at least one shall have accounting or financial expertise.

The term of independent directors of this committee is three years, and they can be re-elected. If they are dismissed for any reason and the number of independent directors is insufficient as specified in the preceding paragraph or the articles of association, they shall be replaced by by-election at the latest shareholders' meeting. When all independent directors are dismissed, the company shall convene an extraordinary shareholders' meeting for by-election within 60 days from the date of occurrence.

The terms of reference of this committee are as follows:

- (1) Developing or revising internal control systems.
- (2) Assessing the effectiveness of internal control systems.
- (3) Developing or revising procedures for significant financial transactions, such as asset acquisition or disposal, derivative transactions, fund lending, endorsements, or guarantees.
- (4) Matters related to the interests of directors.
- (5) Significant asset or derivative transactions.
- (6) Significant fund lending, endorsements, or guarantees.
- (7) Issuing, offering, or privately placing equity securities.
- (8) Appointment, dismissal, or compensation of signing certified public accountants.
- (9) Appointment or dismissal of financial, accounting, or internal audit supervisors.
- (10) Annual and semi-annual financial reports.
- (11) Other significant matters as required by other companies or regulatory authorities.

This committee convenes at least once every quarter, and may convene meetings at any time as necessary. For the number of meetings of this committee and the attendance of members, please refer to the information announced by the company on the Public Information Observation Station.

Committee member:

Name	Principal work experience and academic qualifications
<p style="text-align: center;">Li, Yan-Wen Independent Director Convener</p>	<ul style="list-style-type: none"> •Bachelor of Laws from National Chung Hsing University •Judge of the Supreme Court •Director-General of the Civil Division of the Judicial Yuan •President of the Taichung District Court •Chief Clerk of the Supreme Court •President of the Kaohsiung Branch of the Taiwan High Court •President of the Taiwan High Court
<p style="text-align: center;">Liao, Fu-Pen Independent Director</p>	<ul style="list-style-type: none"> •Vice Operating Officer, Central Taiwan Operation Center, Mega International Commercial Bank
<p style="text-align: center;">Lin, Li-Hsuan Independent Director</p>	<ul style="list-style-type: none"> •Master of Business Administration, California State University •Vice President, JPMorgan Chase Bank N.A. •Executive Vice President, Crédit Agricole