

Compensation Committee Charter (Translation)

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- Article 1 : To ensure a sound system for compensation of the directors and managerial officers of the Company, this Compensation Committee Charter ("this Charter") is adopted pursuant to Article 3 of the "Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter" ("the Regulations").
- Article 2 : Except as otherwise provided by laws or regulations or by the Articles of Incorporation, matters in connection with the official powers of the Compensation Committee ("the Committee") shall be handled in accordance with this Charter.
- Article 3 : The Company shall upload the content of this Charter to its website and the Market Observation Post System (MOPS) for public reference.
- Article 4 : The functions of the Committee are to professionally and objectively evaluate the policies and systems for compensation of the directors and managerial officers of the Company, and submit recommendations to the board of directors for its reference In decision making.
- Article 5 : The professional qualifications and work experiences of the members of the Committee shall meet the requirements set out in Articles 5 of the Regulations and shall not have any forbidden matters stated in Articles 6 of the Regulations. The committee members shall be appointed by resolution of the Board of Directors. The number of committee members shall not be fewer than three and at least one of the committee members shall be the Company's independent directors and the independent director as the convenor and chairman of meetings.
If more than one independent directors in the Committee, the Committee shall elect one independent director as the convenor. If no independent directors in the company, elect one director among committee members as the convenor and chair of meetings
- Article 6 : The Committee members shall serve a 3-year term and shall be the same term of office as that of the board of directors by whom they were appointed. When a member of the Committee is dismissed for any reason, resulting in there being less than three members, A new appointment shall be made in the next board of directors meeting.

When there is any appointment of, or change in, a member of the Compensation committee, the Company shall, within 2 days counting from the date of occurrence of the event, publicly announce and report it on the information reporting website designated by the competent authority.

Article 7 : 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. Establishing and periodically reviewing the performance assessment standards, performance goals and policies, systems, standards, and structure for the compensation of the directors and managerial officers of the Company.
2. Periodically reviewing and stipulating compensations of directors and managerial officers.
3. Periodically assessing the degree to which performance goals for the directors and managerial officers of the Company have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted accordingly.

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

1. Performance assessments and compensation levels of directors and managerial officers shall take into account the general pay levels in the industry, individual performance assessment results with respect to the achievement of short-term and long-term business goals and the financial position of the Company.
2. 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 the Company.
3. For directors and senior managerial officers, the percentage of Compensation 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 the Company's business.

Aforesaid "Compensations" includes cash compensation, stock options, profit sharing and stock ownership, retirement benefits or severance pay, allowances or stipends of any kind, and other substantive incentive measures.

If the decision-making and handling of any matter relating to the Compensation of directors and managerial officers of a subsidiary is delegated to the subsidiary but requires ratification by the board of directors of the Company, the Committee shall be asked to make recommendations before the matter is submitted to the board of directors for deliberation.

The managerial officers referred in this article include:

1. General manager or their equivalents.
2. Vice presidents or their equivalents.
3. Directors or their equivalents.
4. Chief financial officer.
5. Chief accounting officer.
6. Other persons authorized to manage affairs and sign documents on behalf of the Company.

Article 8 : Meetings of the Committee shall be held at least twice a year. In convening a meeting of the Committee, a notice setting forth the subjects to be discussed at the meeting shall be given to each member at least 7 days in advance. In emergency circumstances, however, the meeting may be convened on shorter notice.

Article 9 : The convener shall be the meeting chairman of the Committee. If the convener takes leave or is unable to convene a meeting for any reason, the convener shall appoint another independent director on the Committee to act in his or her place. If there is no other independent director on the Committee, the convener shall appoint another Committee member to act on his or her behalf. If the convener does not make such an appointment, a member of the Committee shall be elected by and from among the other members on the Committee to serve as convener.

The Committee's meeting agenda shall be drafted by the convener. Other members may submit motions to the Committee for discussion. Meeting agendas shall be forwarded to the Committee members in advance.

When a meeting of the Committee is held, an attendance book shall be made available for sign- in by the Committee members in attendance and thereafter made available for reference.

The Committee members shall attend the meeting in person. If a member is unable to attend the meeting in person, the member may appoint another member to attend as his or her proxy, each member may accept a proxy from one person only. Attending a meeting via telecommunications will be deemed attendance in person.

A member of the Committee that appoints another member as proxy to attend a meeting shall in each instance issue a written proxy stating the scope of authorization with respect to the items on the meeting agenda.

Article 10 : Resolutions at meetings of the Committee shall be adopted with the consent of one half or more of the entire membership. When a matter comes to a vote at a Committee meeting, if upon inquiry by the meeting chair no member voices an objection, the matter will be deemed approved, with the same effect as approval by vote. The result of the vote shall be announced immediately and recorded in writing,

and the meeting minutes shall meet the requirements set out in Articles 10 of the Regulations.

Article 11 : Discussions at a meeting of the Committee shall be included in the meeting minutes, which shall faithfully record the following:

1. The session, time, and place of the meeting.
2. The name of the meeting chairman.
3. Attendance of the Committee members at the meeting, specifying the names and the number of members present, excused, and absent.
4. The names and titles of those attending the meeting as non-voting participants.
5. The name of the minute taker.
6. The matters reported at the meeting.
7. Agenda items: For each proposal, the method of resolution and the result, and any objections or reservations expressed by the Committee members.
8. Extraordinary motions: The name of the mover; the method of resolution and the result for each motion; a summary of the comments of the independent director members of the Committee and experts and other persons present at the meeting; and any objections or reservations expressed.
9. Other matters required to be recorded.

The attendance book constitutes part of the minutes for each meeting of the Committee; if the meeting is held via telecommunications, the audio and video materials also constitute part of the meeting minutes.

The minutes of each meeting of the Committee shall bear the signature or seal of both the meeting chairman and the minute taker. A copy of the minutes shall be distributed to each member on the Committee within 20 days after the meeting, and shall be presented to the board of directors and retained as important corporate records for 5 years. The meeting minutes may be produced and distributed in electronic form.

If, before the expiration of the retention period under the preceding paragraph, any litigation arises in connection with any matter relating to the Committee, the meeting minutes shall be preserved until the conclusion of the litigation.

Article 12 : The execution of tasks relating to resolutions adopted by the Committee in accordance with its duties under Article 7, or subsequent work resolved to be delegated to professionals pursuant to Article 13, paragraph 2, may be delegated to the convener or other Committee members for follow-up, with a written or verbal report to be presented to the Committee during the implementation period. When necessary, the matter shall be presented for ratification or a report item at the next meeting of the Committee.

Article 13 : When the Committee calls a meeting, it may request directors, managers of relevant departments, internal audit officers, certified public accountants, attorneys, or other personnel of the Company to attend the meeting as non-voting participants and to provide pertinent and necessary information.

The Committee may, at the expense of the Company, resolve to retain the service of an attorney, certified public accountant, or other professional to conduct a necessary audit or to provide advice on matters relating to the exercise of the Committee's powers.

Article 14 : Any matters not provided in this Charter shall be handled in accordance with the Regulations, and applicable laws and regulations.

Article 15 : This Charter, and any amendments hereto, shall come into in force after adoption by a resolution of the board of directors.