



Lelon's Remuneration Committee

To ensure a sound system for compensation of the directors, supervisors and managerial officers of the Corporation, Lelon has set up Remuneration Committee under the Securities and Exchange Act ("the Act").

The function of the Committee is to professionally and objectively evaluate the policies and systems for compensation of the directors, supervisors, and managerial officers of this Corporation, and submit recommendations to the board of directors for its reference in decision making.

The remuneration committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the board of directors.

1. Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers.
2. Periodically evaluate and prescribe the remuneration of directors, supervisors, and managerial officers.

When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:

1. With respect to the performance assessment and remuneration of directors, supervisors and managerial personnel of the company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.
2. It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the company may tolerate.
3. It shall take into consideration the characteristics of the industry and the nature of the company's business when determining the ratio of bonus payout based on the short-

term performance of its directors and senior management and the time for payment of the variable part of remuneration.

The remuneration committee members shall be appointed by resolution of the board of directors. The committee shall not be fewer than three members, one of whom shall be the convener. In accordance with the Act, at least half of the members shall be independent directors. Currently Lelon's two independent directors are served in the committee.

The remuneration committee shall convene at least twice a year. The meeting of the remuneration committee and the attendance rate of each committee member, please refer to Lelon's Annual Report.

Members of remuneration committee:

Title	Name	Independent Director	Experience (Education)
Convener	Jimmy Ou	V	Department of Electrical Engineering, National Cheng Kung University Universal Microelectronics Co., Ltd. Chairman
Member	Hsiang-Ying Huang		Doctor degree in Economics, Central University of Finance and Economics, China Director, Partner and Chief Financial Officer of EnWise CPAs & Co.
Member	Chi-Wei Lin	V	Department of Accountancy, National Cheng Kung University Was Ernst & Young Taiwan Partner