



Dyaco International Inc.

2021 Operations of the Compensation Committee

- Committee Member Term: May 28, 2020 to May 27, 2023.
- Three Compensation Committee meetings were convened in 2021 (A). The members' qualification and attendance status were as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) 【 B/A 】	Note
Chair	Hsieh, Chang-Hung	3	-	100%	Re-appointed on May 28, 2020
Member	Wang, Kai-Li	3	-	100%	Re-appointed on May 28, 2020
Member	Chen, Shih-Hsin	3	-	100%	Re-appointed on May 28, 2020

- Other required notes for the Committee meetings:
 1. In the event of either of the following situations, Board meeting dates, sessions, motions, resolutions of the meetings, and the Company' s responses to the Compensation Committee' s opinions should be noted:

Compensation Committee Meeting Dates	Resolutions
The 3 rd meeting of the 4 th Compensation Committee on March 30, 2021	(1). Approval of 2020 distribution of employees' and directors' compensation.
	Resolution of the Compensation Committee: Except members recused themselves from the discussion and voting, the chair put the motion before all members present at the meeting and none voiced an objection.
	The Company' s responses to the Compensation Committee' s opinions: Except directors recused themselves from the discussion and voting, other directors present at the meeting approved based on the resolution of the Compensation Committee.
The 4 th meeting of the 4 th Compensation Committee on August 11, 2021	(1). Approval of 3 rd transfer of treasury shares to managers and employees.
	Resolution of the Compensation Committee: All Compensation Committee members present at the meeting approved.
	The Company' s responses to the Compensation Committee' s opinions: All directors present at the meeting approved.
The 5 th meeting	(1). Approval of 2022 compensation structure.

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of the 4 th Compensation Committee on December 28, 2021	(2). Approval of directors' and managers' compensation.
	(3). Approval of 2021 distribution of managers' annual bonus.
	(4). Approval of 4 th transfer of treasury shares to managers and employees.
	Resolution of the Compensation Committee: Except members recused themselves from the discussion and voting, the chair put the motion before all members present at the meeting and none voiced an objection.
	The Company' s responses to the Compensation Committee' s opinions: Except directors recused themselves from the discussion and voting, other directors present at the meeting approved based on the resolution of the Compensation Committee.

2. If the Board of Directors refuses to adopt or modifies a recommendation by the Compensation Committee, Board meeting dates, sessions, motions, resolutions of the meetings, and the Company' s responses to the Compensation Committee' s opinions shall be noted (If the compensation approved by the Board of Directors is better than that suggested by the Compensation Committee, the differences and reasons shall be stated): None.

3. If, with respect to any resolution of the Compensation Committee, any member had a dissenting opinion or qualified opinion which was documented or issued through written statements, Compensation Committee meeting dates, sessions, motions, all members' opinions and the handling thereof shall be noted: None.

4. Evaluation of the Compensation Committee
 The Company conducts an evaluation of the Company's functional committee at the end of the year and the Compensation Committee members are assessed on the following four aspects:
 - (1). Involvement in the Company' s operations
 - (2). Awareness of the Compensation Committee' s duties
 - (3). Enhancement of the quality of the Compensation Committee' s decision-making
 - (4). Makeup of the Compensation Committee and election of members
 The weighted average score for the 2021 overall performance of the Compensation Committee members was 5 out of 5 and the result is expected to be reported to the Board at its first quarter meeting in 2022.