



Procedures for Election of Directors and Supervisors

董事及監察人選任程序

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- Article 1** To ensure just, fair and open election of Directors and supervisors, these Procedures are adopted pursuant to Articles 21 and 41 of the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies.
- Article 2** Except as otherwise provided by law and regulation or by the Company's Articles of Incorporation, elections of Directors and supervisors shall be conducted in accordance with these Procedures.
- Article 3** The overall composition of the Board of Directors shall be taken into consideration in the selection of the Company's Directors. The composition of the Board of Directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the Company's business operations, operating dynamics and development needs. It is advisable that the policy includes, without being limited to, the following two general standards:
1. Basic requirements and values: Gender, age, nationality and culture.
 2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing and technology.), professional skills and industry experience.

Each Board member shall have the necessary knowledge, skill and experience to perform their duties the abilities that must be present in the Board as a whole are as follows:

1. Operational judgement.
2. Accounting and financial analysis.
3. Business management.
4. Crisis management.
5. Industry knowledge.
6. Understanding of international market.
7. Leadership.
8. Decision-making.

More than fifty percent of the Directors shall be persons who have neither a spousal relationship nor a relationship within the second degree of kinship with any other Director.

- Article 4** Supervisors of the Company shall meet the following qualifications:
1. Integrity
 2. Practical attitude.
 3. Impartial judgment.
 4. Professional knowledge.
 5. Broad experience.
 6. Ability to read financial statements.

In addition to the requirements of the preceding paragraph, at least one among the supervisors of the Company must be an accounting or finance professional.

Supervisors shall be appointed as per the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies to help strengthen the corporation's risk management and control of finance and operations.

At least one supervisor position must be held by a person having neither a spousal relationship nor a relationship within the second degree of kinship with any other supervisor or with any Director.

A supervisor may not serve concurrently as a director, managerial officer, or any other employee of the Company; and at least one of the supervisors must be domiciled in the Republic of China to be able to promptly fulfill the functions of supervisor.



Article 5 The qualifications for the Independent Directors of the Company shall comply with Articles 2, 3 and 4 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

The election of Independent Directors of the Company shall comply with Articles 5, 6, 7, 8 and 9 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies and shall be conducted in accordance with Article 24 of the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies.

Article 6 Elections of both Directors and supervisors of the Company shall be conducted in accordance with the candidate nomination system and procedures set out in Article 192-1 of the Companies Act. The Company shall review the qualifications, education, working experience, background and any other matter set forth in Article 30 of the Companies Act with respect to nominee Directors and supervisors. Any arbitrary request of additional qualification shall not be made. The Company shall further provide the outcome of the review to shareholders for their reference, so that qualified Directors and supervisors will be elected.

When the number of Directors falls below five due to the dismissal of a Director for any reason, the Company shall hold a by-election to fill the vacancy at its next shareholders meeting. When the number of Directors falls short by one third of the total number prescribed in the Company's Articles of Incorporation, the Company shall call a special shareholders meeting within 60 days from the date of occurrence to hold a by-election to fill the vacancies.

If the number of Independent Directors falls below the requirement under the provision of Article 14-2 paragraph 1 of the Securities and Exchange Act or the related provisions of the Taiwan Stock Exchange Corporation rules governing the review of listings or subparagraph 8 of the Standards for Determining Unsuitability for GTSM Listing under Article 10, Paragraph 1 of the GreTai Securities Market Rules Governing the Review of Securities for Trading on the GTSM, a by-election shall be held at the next shareholders meeting to fill the vacancy. In case the Independent Directors are dismissed en masse, a special shareholders meeting shall be called within 60 days from the date of occurrence to hold a by-election to fill the vacancies.

If the number of supervisors falls below the prescribed number in the Company's Articles of Incorporation due to the dismissal of a supervisor, a by-election to fill the vacancy should be held at the next shareholders meeting. In case the supervisors are dismissed en masse, a special shareholders meeting shall be called within 60 days from the date of occurrence to hold a by-election to fill the vacancies.

Article 7 The open-ballot, cumulative voting method will be used for election of the Directors and supervisors in the Company. Each share will have voting rights in number equal to the Directors or supervisors to be elected and the vote may be cast for a single candidate or split among multiple candidates.

Article 8 The Board of Directors shall prepare separate ballots for Directors and supervisors in numbers corresponding to the Directors or supervisors to be elected. The number of voting rights associated with each ballot shall be specified on the ballots, which shall then be distributed to the attending shareholders at the shareholders meeting. Attendance card numbers printed on the ballots may be used instead of recording the names of voting shareholders.

Article 9 The number of Directors and supervisors will be the same as the number specified in the Company's articles of incorporation with voting rights separately calculated for independent and non-independent director positions. Those receiving ballots representing the highest numbers of voting rights will be elected sequentially according to their respective numbers of votes. When two or more persons receive the same number of votes, thus exceeding the specified number of positions, they shall draw lots to determine the winner, with the chairman drawing lots on behalf of any person not in attendance.

Article 10 Before the election begins, the chairman shall appoint a number of persons with shareholder status to perform the respective duties of vote monitoring and counting personnel. The ballot boxes shall be



prepared by the Board of Directors and publicly checked by the vote monitoring personnel before voting commences.

Article 11 If a candidate is a shareholder, a voter must enter the candidate's account name and shareholder account number in the "candidate" column of the ballot; for a non-shareholder, the voter shall enter the candidate's full name and identity card number. If a candidate is a governmental organization or legal entity, either the name of the governmental organization or legal entity shall be entered in the "candidate" column of the ballot or the name of the governmental organization or legal entity along with the name of its representative may be entered. If there are multiple representatives, then the name of each representative shall be entered in the "candidate" column of the ballot.

Article 12 A ballot is invalid under any of the following circumstances:

1. The ballot is not prepared by the Board of Directors.
2. A blank ballot is placed in the ballot box.
3. The writing is unclear and indecipherable or has been altered.
4. A candidate whose name is entered in the ballot is a shareholder but his account name and shareholder account number do not conform with those given in the shareholder register or a candidate whose name is entered in the ballot is a non-shareholder and a cross-check shows that his name and identity card number do not match.
5. Other words or marks are entered in addition to the candidate's account name or shareholder account number (or identity card number) and the number of voting rights allotted.
6. The name of the candidate entered in the ballot is identical to that of another shareholder but no shareholder account number or identity card number is provided in the ballot to identify such individual.

Article 13 The votes shall be calculated on site immediately after the end of the poll and the results of the calculation, including the list of persons elected as directors or supervisors and the numbers of votes with which they were elected, shall be announced by the chairman at the location of the meeting.

The ballots shall be sealed with the signatures of the monitoring personnel and kept in proper custody for at least one year. If a shareholder files a lawsuit pursuant to Article 189 of the Company Act, the ballots shall be retained until the conclusion of the litigation.

Article 14 The Board of Directors of the Company shall issue notifications to the persons elected as Directors or supervisors.

Article 15 These Procedures, and any amendments hereto, shall be implemented after approval by a shareholders meeting.