

Operation of the Remuneration Committee in 2022

Remuneration Committee attendance

- (1) There are three members in the Company's Remuneration Committee.
- (2) From 2022 to present, the Remuneration Committee met three times [A], and the members' attendance is as follows:

Title	Name	Attendance in person [B]	By proxy	Attendance rate (%) [B/A]	Notes
Convener	Kung, Ju-Chin	3	0	100%	Re-appointed on June 21, 2019
Committee Member	Lu, Huei-Chung	3	0	100%	Re-appointed on June 21, 2019
Committee Member	Ding, Kung-Wha	3	0	100%	Appointed to fill the vacancy with the Board's approval on May 11, 2020

Proposals and resolutions of the Remuneration Committee meetings

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
15 th meeting of 4 th term January 6, 2022	<ol style="list-style-type: none"> 1. The amendments of the 2nd issuance of 2021 Employee Stock Options Certificates and Subscription Regulations of the Company. 2. Proposal for the 2nd issuance of Employee Stock Option Certificates of 2021 and the list of eligible employees. 3. Proposal for the 2021 managerial officers' year-end bonuses and performance bonuses. 4. Proposal for the 2022 managerial officers' salary compensations. 	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.
16 th meeting of 4 th term February 24, 2022	<ol style="list-style-type: none"> 1. Proposal for the 2021 distribution remuneration to employees and directors. 2. Proposal for establishing the "2022 Employee Stock Subscription Regulations for Cash Capital Increase by Issuing Common Shares" and the 2022 list of manager subscriptions of cash capital increase by issuing common shares. 	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
17 th meeting of 4 th term April 7, 2022	Proposal for the 2021 Company directors' remuneration allocation.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	Submitted to the Board of Directors and approved by all attending directors.