

Operation of the Remuneration Committee in 2023

Remuneration Committee attendance

- (1) There are three members in the Company's Remuneration Committee.
- (2) From 2023 to present, the Remuneration Committee met four 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	4	0	100%	Re-appointed on May 31, 2022
Committee Member	Ding, Kung-Wha	4	0	100%	Re-appointed on May 31, 2022
Committee Member	Cheng, Tien-Chong	4	0	100%	New appointed on May 31, 2022

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
1 st meeting of 5 th term January 6, 2023	1. Proposal for the 2022 managerial officers' year-end bonuses and performance bonuses. 2. Proposal for the 2023 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.
2 nd meeting of 5 th term February 23, 2023	Proposal for the 2021 distribution remuneration to employees and directors.	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.
3 rd meeting of 5 th term April 19, 2023	Proposal for the 2022 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.

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
4 th meeting of 5 th term November 14, 2023	<p>1. Proposal for establishing the "2023 Employee Stock Subscription Regulations for Cash Capital Increase by Issuing Common Shares" and managers' participation in the employee stock subscription case.</p> <p>2. Proposal for establishing the "Regulations Governing the Share Ownership of the CEO and Non-Executive Directors".</p>	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.