

Operation of the Remuneration Committee:

- (1) The 3rd Remuneration Committee has three members, consisting of three independent directors.
- (2) Term of office of the 3rd member: From June 17, 2020 to June 16, 2023, the Remuneration Committee held one meeting in recent year (2023)(A). The qualifications and attendance of the members are as follows:

Title	Name	Attendance in Person (B)	Times of proxy attendance	Attendance Rate (%) (B/A)	Remark
Convener	Tian-Dao Liu	1	0	100.00%	Re-elected, re-election date: June 17, 2020
Member	Dai-Huang Kuo	1	0	100.00%	Newly elected, election date: June 17, 2020
Member	Hsing-Wen Wang	1	0	100.00%	Newly elected, election date: June 17, 2020

Other required disclosure:

- I. If the Board of Directors chooses not to adopt suggestions proposed by the Remuneration Committee, the date of the Board meeting, session, contents discussed, resolutions, and the Company's disposition of opinions provided by the Remuneration Committee shall be described in detail: None.
- II. For the decisions made by the Remuneration Committee, if there are documented records of members who veto or withhold from expressing the comment, the date, term, agenda, all members' comments, and the measures for handling these comments shall be elaborated: None.
- III. The Remuneration Committee shall exercise the due care of a good administrator and perform the following duties abide by its obligations and rights:
- 1.Regularly review the Organizational Procedures and propose amendments.
 - 2.Establishing and regularly reviewing the annual and long-term performance targets and compensation policies, systems, standards and structures of the Directors, Supervisors, and managers of the Company.
 - 3.Regularly evaluating the performance targets of the Company's Directors, Supervisors and managers, and establishing the content and amount of their remuneration.
- IV. The important resolutions of the Remuneration Committee are as follows:
1. The 10th meeting of the 3rd term of Remuneration Committee on February 25, 2023
Proposal: (a) Proposal on the Company's 2022 Distribution Plan of Remunerations for Employees and Directors.
Resolution result: all the members of the Remuneration Committee passed the resolution without objection.

Operation of the Remuneration Committee:

- (1) The Company's 2023 Annual General Shareholders' meeting re-elects the directors. The 4th Remuneration Committee has four members, consisting of four independent directors.
- (2) Term of office of the 4th member: From May 31, 2023 to May 30, 2026, the Remuneration Committee held one meeting in recent year (2023)(A). The qualifications and attendance of the members are as follows:

Title	Name	Attendance in Person (B)	Times of proxy attendance	Attendance Rate (%) (B/A)	Remark
Convener	Tian-Dao Liu	1	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Dai-Huang Kuo	1	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Hsing-Wen Wang	1	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Min-Hsiung Pan	0	1	0.00%	Newly elected, election date: May 31, 2023

Other required disclosure:

- V. If the Board of Directors chooses not to adopt suggestions proposed by the Remuneration Committee, the date of the Board meeting, session, contents discussed, resolutions, and the Company's disposition of opinions provided by the Remuneration Committee shall be described in detail: None.
- VI. For the decisions made by the Remuneration Committee, if there are documented records of members who veto or withhold from expressing the comment, the date, term, agenda, all members' comments, and the measures for handling these comments shall be elaborated: None.
- VII. The Remuneration Committee shall exercise the due care of a good administrator and perform the following duties abide by its obligations and rights:
1. Regularly review the Organizational Procedures and propose amendments.
 2. Establishing and regularly reviewing the annual and long-term performance targets and compensation policies, systems, standards and structures of the Directors, Supervisors, and managers of the Company.
 3. Regularly evaluating the performance targets of the Company's Directors, Supervisors and managers, and establishing the content and amount of their remuneration.
- VIII. The important resolutions of the Remuneration Committee are as follows:
1. The 1st meeting of the 4th term of Remuneration Committee on December 14, 2023
Proposal: (a) The election of new chairman and the convener of the Remuneration Committee

(b) Proposal on the Company's 2022 remuneration distribution for directors.

(c) Reviewed the year-end performance bonus allocation plan for the Company's managers.

Resolution result: The Remuneration Committee is composed of the entire number of independent directors. The Remuneration Committee decided that the chairman and the convenor is Mr. Tian-Dao Liu. All the members of the Remuneration Committee passed the resolution without objection.