

1. Information on Remuneration Committee Members

May 3, 2024

Capacity \ Qualifications Name		Professional qualifications and experience	Independence analysis	Number of other public companies at which the person concurrently serves as remuneration committee member
Independent Director Convener of Remuneration Committee	Pu Tsun Ching	Please refer to (I) Directors and Supervisors Information.	There is no such thing as Article 6, paragraph 1 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company	None
Independent Director	Lu Lien Wan	Please refer to (I) Directors and Supervisors Information.	Whose Stock is Listed on the	None
Others_ external experts	Zheng Junchao	<ul style="list-style-type: none"> ■ University of Maryland – Robert H. Smith School of Business/ MBA ■ KPMG/Project Manager ■ JiaWei& CPAs/ Director of Dept. Operational Effectiveness 	Taiwan Stock Exchange or the Taipei Exchange. It is consistent with independence.	None

2. Operation of the Remuneration Committee

- (1) The Company's remuneration committee has a total of 3 members.
- (2) The term of the current members is from July 5, 2021 to July 4, 2024. The number of remuneration committee meetings held in the most recent fiscal year(2023) was: 5 (A). The attendance by the members was as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) 【 B / A 】	Remark
Independent Director	Pu Tsun Ching	5	0	100	-
Independent Director	Lu Lien Wan	5	0	100	-
external experts	Zheng Junchao	5	0	100	-

Other information required to be disclosed: :

- I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons) : as follows.
- II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion. : As follows.

Important Resolutions of Remuneration Committee				
Date	Session	Case	Resolutions	Resolution of BOD
Jan.13, 2023	The 5th of the Fifth	1. Mmangers' performance appraisal review of 2022 and assigned by year-end bonuses.	Approved without objection	Approved
		2. Board and Compensation Committee Performances Evaluation of 2022.	Approved without objection	Approved
		3. 2023 Calendar of Compensation Committee.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
March 3, 2023	The 6th of the Fifth	1. Employees' Directors remuneration of 2022.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation.		

		2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
Aug. 4, 2023	The 7th of the Fifth	1. Issue of the Compensation Committee about Directors and Supervisors' remuneration & Employees' remuneration of 2022.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
Jan.30, 2024	The 8th of the Fifth	1. Mmangers' performance appraisal review of 2023 and assigned by year-end bonuses.	Approved without objection	Approved
		2. Board and Compensation Committee Performances Evaluation of 2023.	Approved without objection	Approved
		3. 2024 Calendar of Compensation Committee.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		
March 5, 2024	The 9th of the Fifth	1. Employees' Directors remuneration of 2023.	Approved without objection	Approved
		1. If the board of directors does not adopt or amend the recommendations of the salary and remuneration committee, the company will process the opinions of the salary and remuneration committee : No such situation. 2. For matters decided by the Salary and Remuneration Committee, if members have objections or reservations and have records or written statements, all members' opinions and the results of handling the members' opinions : No such situation.		

3. Remuneration Committee Operation Status:

The Company set up a remuneration committee according to the resolution of the board of directors on

December 28, 2011, and which was re-election appointed by the board of directors on July 5, 2021. The Compensation Committee comprises of two independent directors and an external expert. They are responsible for carrying out the following functions, exercising the care of a prudent administrator, and submitting proposals to the board of directors for deliberation:

- (1) Conduct periodic reviews of policies, systems, standards, and structures of directors and managers' performance evaluation and compensation.
- (2) Conduct periodic evaluations of directors' and managers' remuneration.

The Committee shall carry out the duties outlined in the previous paragraph based on the following principles:

- (1) When evaluating the performance and remuneration of directors and managers, industry standards should be referenced, while considering the reasonableness of the relationship with individual performance, company operations, and future risks.
- (2) No incentives shall be provided to directors and managers for engaging in activities that exceed the Company's acceptable risk level.
- (3) The ratio of dividends for short-term performance of directors and senior managers, as well as the timing of partial variable remuneration payments, should be determined with consideration for industry characteristics and the nature of the company's operations.

Salary remuneration referred to in the preceding two paragraphs includes cash remuneration, stock options, dividends, retirement welfare or resignation benefits, various allowances and other measures with substantial incentives.

If the subsidiary's remuneration issues of directors and managers are to be approved by the parent company's board of directors according to the hierarchical responsibility of the subsidiary company, they should be reviewed by the remuneration committee of the parent company before being submitted to the board of directors of the parent company for discussion and decision.