

## Remuneration Committee Material Resolutions in 2024

### 1. Attendance records of the Remuneration Committee:

- (1) The Company's Remuneration Committee is comprised of 3 members.
- (2) Term for the current committee members: From June 4, 2024 to June 3, 2027. The Remuneration Committee totally held 4 meetings in 2024.

Title	Name	Attended in Person	Attended by Proxy	Attendance Percentage (%)	Remarks
Convener	Ben Chi	4	0	100	Re-elected on 2024/6/4
Member	Tien-Chun Tsai	4	0	100	Re-elected on 2024/6/4
Member	I-Ming Chen	1	0	100	Appointed on 2024/6/4
Member	Te-Chen Chiu	3	0	100	Retired on 2024/6/4

### 2. Material Resolutions:

Date	Proposals	Resolution of Remuneration Committee	Company's Handings of Remuneration Committee Member's Opinion
2024.01.31	<ol style="list-style-type: none"> <li>Employees and directors compensation ratio for 2023.</li> <li>Year-end bonus of Managers and Chairman for 2023.</li> </ol>	Proposal passed by the Remuneration Committee.	<ol style="list-style-type: none"> <li>Directors approved the proposal unanimously.</li> <li>Mr. Yu-Heng Chiao recused in the discussion and did not participate in discussion and voting. All other directors approved the proposal unanimously.</li> </ol>
2024.02.22	<ol style="list-style-type: none"> <li>Employees and directors compensation amount for 2023.</li> <li>Bonus of Managers for the second half of 2023.</li> </ol>	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2024.03.27	<ol style="list-style-type: none"> <li>Bonus of Managers for the second half of 2023.</li> <li>The compensation of Managers for 2023.</li> <li>The compensation of directors for 2023.</li> </ol>	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2024.08.01	<ol style="list-style-type: none"> <li>Election of Convener of the Sixth Remuneration</li> </ol>	<ol style="list-style-type: none"> <li>Mr. Tien-Chun Tsai, Director of</li> </ol>	Directors approved the proposal

	<p>Committee.</p> <p>2. Bonus of Managers for the first half of 2024 and Salary Adjustment of Managers.</p>	<p>the Remuneration Committee nominated Mr. Ben Chi as the Convener and Chairman of the Sixth Remuneration Committee.</p> <p>2. Proposal passed by the Remuneration Committee.</p>	<p>unanimously.</p>
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