

Remuneration Committee Material Resolutions in 2022

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 July 9, 2021 to July 8, 2024. The Remuneration Committee totally held 5 meetings in 2022.

Title	Name	Attended in Person	Attended by Proxy	Attendance Percentage (%)	Remarks
Convener	Ben Chi	5	0	100	Appointed
Member	Tien-Chun Tsai	5	0	100	Appointed
Member	Te-Chen Chiu	5	0	100	Re-relected

2. Material Resolutions:

Date	Proposals	Resolution of Remuneration Committee	Company's Handings of Remuneration Committee Member's Opinion
2022.01.13	<ol style="list-style-type: none"> 1. Employees and directors compensation rate for 2021. 2. Year-end bonus of Managers for 2021. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2022.02.22	<ol style="list-style-type: none"> 1. Employees and directors compensation amount for 2021. 2. Bonus of Managers for the second half of 2021. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2022.04.28	<ol style="list-style-type: none"> 1. Amendment to "Remuneration Committee Charter". 2. The compensation of Managers for 2021. 3. The compensation of directors for 2021. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2022.08.02	<ol style="list-style-type: none"> 1. Amendment to "Procedures for Remuneration of Directors". 2. Bonus of President for the first half of 2022 and salary adjustment. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2022.08.30	<ol style="list-style-type: none"> 1. Bonus of Managers for the first half of 2022 and salary adjustment. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.