

Remuneration Committee Material Resolutions in 2023

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 4 meetings in 2023.

Title	Name	Attended in Person	Attended by Proxy	Attendance Percentage (%)	Remarks
Convener	Ben Chi	4	0	100	None
Member	Tien-Chun Tsai	4	0	100	None
Member	Te-Chen Chiu	3	0	75	None

2. Material Resolutions:

Date	Proposals	Resolution of Remuneration Committee	Company's Handings of Remuneration Committee Member's Opinion
2023.01.17	<ol style="list-style-type: none"> 1. Employees and directors compensation ratio for 2022. 2. Year-end bonus of Managers for 2022. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2023.02.23	<ol style="list-style-type: none"> 1. Amendment to "Procedures for Directors' Remuneration." 2. Employees and directors compensation amount for 2022. 3. Bonus of Chairman for 2022. 4. Bonus of Managers for the second half of 2022. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2023.05.02	<ol style="list-style-type: none"> 1. The compensation of Managers for 2022. 2. The compensation of directors for 2022. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2023.08.10	<ol style="list-style-type: none"> 1. Bonus of Managers for the first half of 2023. 	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.