

State of the Remuneration Committee

1. There are three members in the Remuneration Committee.
2. Tenure of the Remuneration Committee: June 16 2020 to June 15, 2023. The Remuneration Committee had 2 meetings (A) in the most recent year. The qualifications and attendance of the members are as follows:

Title	Name	Attendance in person (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Remark
Convener	Chen Wen-Yu	2	-	100	-
Member	Hsieh Fang-Chu	2	-	100	-
Member	Lu Fu-Qi	2	-	100	-

Additional information:

- I. If the Board of Directors did not adopt or amend the Remuneration Committee's suggestions, the date of the Board of Directors meeting, the session, the content of the proposal, the results of the resolutions by the Board of Directors, and the Company's response to said opinions shall be specified (if the remuneration approved by the Board of Directors is better than the Remuneration Committee's suggestions, the difference and the reasons therefor shall be specified): None.
- II. For proposals resolved by the Remuneration Committee, if any members expressed objection or reservation with a record or written statement, the date of the Remuneration Committee meeting, the session, the content of the proposal, all members' opinions, and the response to the members' opinions shall be specified: None.
- III. Discussions and resolution results of the Remuneration Committee in the most recent fiscal year:
 - (I) February 24, 2022
 1. Motion for the 2021 amount of remuneration to directors, distribution principle and 2022 distribution ratio of remuneration to directors.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
 2. Motion for the 2021 amount of remuneration to employees and 2022 distribution ratio of remuneration to employees.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
 3. Motion for the amount of transportation fees for the Company's Board of Directors and functional committees.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
 4. Motion for the remuneration to the directors of the Company's subsidiaries.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
 5. Motion for the amendment to some provisions of the Company's "Salary Management Procedures" and "Salary Range Table".
Resolution: The motion was passed without objections after the chair consulted with all attending members.
 6. Motion for the amendment to some provisions of the Company's "Employee Pension Procedures".
Resolution: The motion was passed without objections after the chair consulted with all attending members.

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(II) December 19, 2022

1. Approve the proposal of 2021 remuneration distribution to directors.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
2. Motion for the 2021 amount of employee remuneration to the Company's officers.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
3. Motion for the 2023 remuneration to the Company's chairman.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
4. Motion for the 2023 salary and pension of the Company's President, Mr. Kuo Chao-Cheng.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
5. Motion for the remuneration to the Company's new chief accounting officer.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
6. Motion for the 2023 salary and pension of the Company's head of finance.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
7. Motion for the regular review of the Company's Salary Management Procedures and Salary Range Table.
Resolution: The motion was passed without objections after the chair consulted with all attending members.
8. Motion for the regular review of the Company's performance evaluation of directors and officers as well as the remuneration policy and system regulations.
Resolution: The motion was passed without objections after the chair consulted with all attending members.

Note: (1) If a member of the Remuneration Committee resigns before the end of the year, the date of resignation shall be indicated in the Remarks column, and their attendance (%) shall be calculated with the number of meetings attended by the member divided by the number of committee meetings held during their tenure.

(2) Before the end of the year, if there is an election of the committee members, the new and old members shall be entered, and the old, new, or re-elected status and the election date of each member shall be indicated in the Remarks column. The attendance (%) shall be calculated with the number of meetings attended by each member divided by the number of committee meetings held during their tenure.