

Operational Situation and Resolutions of the Remuneration Committee

Remuneration Committee held four meetings from Jan. 1, 2022 to December 31, 2022. The record of their attendance is shown below:

| Title | Name | No. of Meeting Attended | No. of Meeting Attended by Proxy | Meeting Attendance Rate(%) | Note |
|----------------------|-----------------|-------------------------|----------------------------------|----------------------------|------|
| Independent Director | Reui-Bo, Tang | 4 | 0 | 100 | |
| Independent Director | Kuang-Hua, Shao | 4 | 0 | 100 | |
| Independent Director | Yeh-Jen, Cheng | 3 | 1 | 75 | |
| Independent Director | Ming-Chih, Wang | 4 | 0 | 100 | |

Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified.

| Remuneration Committee Meeting Date and Session | Content of Motions | Resolution made by Remuneration Committee | Response to the Remuneration Committee opinions |
|--|---|--|---|
| 2022.03.14 First 2022 Remuneration Committee | <ul style="list-style-type: none"> To report 2021 employees' profit sharing bonus and directors' compensation Proposal on bonus distribution for the fourth quarter of 2021 for the managers of the company Proposal on bonus distribution for 2021 performance for the managers of the company Proposal on the managers of the company Salary Increase Proposal of the Year 2022 | Items have been approved unanimously by all Remuneration Committee members who were present at the meeting | The board of directors supported and approved all the items proposed by the Remuneration Committee. |
| 2022.05.03 Second 2022 Remuneration Committee | <ul style="list-style-type: none"> Proposal on bonus distribution for 2021 employees' profit-sharing bonus and the managers of the company | | |

| Remuneration Committee Meeting Date and Session | Content of Motions | Resolution made by Remuneration Committee | Response to the Remuneration Committee opinions |
|--|--|---|---|
| | <ul style="list-style-type: none"> • Proposal on bonus distribution for the first quarter of 2022 for the managers of the company | | |
| 2022.08.02 Third 2022 Remuneration Committee | Proposal on bonus distribution for the second quarter of 2022 for the managers of the company | | |
| 2022.11.01 Forth 2022 Remuneration Committee | <ul style="list-style-type: none"> • To appoint of corporate governance officer and Released Non-Compete Restrictions on the Managerial Officer • Proposal on bonus distribution for the third quarter of 2022 for the managers of the company • Proposal of target bonus for the executives of the Year 2023 • Proposal of Salary Increase Proposal of the Year of 2023 | | |