

Operational Situation and Resolutions of the Remuneration Committee

Remuneration Committee held five meetings from Jan. 1, 2023 to December 31, 2023.

The record of their attendance is shown below:

Title	Name	No. of Meeting Attended	No. of Meeting Attended by Proxy	Meeting Attendance Rate(%)
Chairman	Yeh-Jen, Cheng	2	0	100%
Chairman	Jia-lin, Jin	3	0	100%
Independent Director	Reui-Bo, Tang	5	0	100%
Independent Director	Kuang-Hua, Shao	5	0	100%
Independent Director	Ming-Chih, Wang	5	0	100%

Note: On June 7, 2023, the shareholders meeting re-elected directors. Jia-lin, Jin was elected, and Yeh-Jen, Cheng was dismissed. Independent director Jia-lin, Jin was elected by the committee members to serve as the Chairman of the Remuneration Committee.

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
2023.03.15 The First 2023 Remuneration Committee	<ul style="list-style-type: none"> • To report 2022 employees' profit sharing bonus and directors' compensation • To Approve the Amendments of "Principles for payment of remuneration to directors" • Proposal on bonus distribution for the fourth quarter of 2022 for the managers of the company • Proposal on bonus distribution for 2022 performance for the managers of the company • Proposal on the managers of the company Salary Increase Proposal of the Year 2023 	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.
2023.05.03 The Second 2023 Remuneration Committee	<ul style="list-style-type: none"> • Proposal on bonus distribution for the first quarter of 2023 for the managers of the company • Proposal on bonus distribution for 2022 employees' profit-sharing bonus and the managers of the company 		
2023.08.02 The third 2023 Remuneration Committee	<ul style="list-style-type: none"> • Proposal on bonus distribution for the second quarter of 2023 for the managers of the company 		

<p>2023.11.01 The Fourth 2023 Remuneration Committee</p>	<ul style="list-style-type: none"> •Proposal on bonus distribution for the third quarter of 2023 for the managers of the company •Proposal of target bonus for the executives of the Year 2024 •Proposal of Salary Increase Proposal of the Year of 2024 		
<p>2023.12.21 The Fifth 2023 Remuneration Committee</p>	<ul style="list-style-type: none"> •Proposal on meal allowance adjustment in Year 2024 		