

Remuneration Committee

1. Key points of the annual work of the Remuneration Committee

To strengthen company management and board functioning and to improve the remuneration system of all company board members and managers, the regulations of Article 14-6 of the Securities and Exchange Act and the “Regulations Governing the Appointment and Exercise of Power by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange” published by the Financial Supervisory Commission on March 18, 2011 in letter number 1000009747 were referenced. The resolution to establish the “Remuneration Committee” and the “Regulations on Remuneration Committee Organization” was passed at the board meeting in February 2014. In addition, the resolution appointing the first “Remuneration Committee” members was passed.

2. Remuneration Committee composition

For the fourth Remuneration Committee of the company, independent board members JinnDer Chang, Patrick Y. Yang, JienHeh Tien and Professor Mingchuan Hsieh were appointed as the committee members by the board.

3. Operation situations of the Remuneration Committee

(1) The Remuneration Committee has four members.

(2) The tenure of the members of the committee is August 5, 2021 to August 4, 2024.

The Remuneration Committee had 2 meetings (A) in 2022, and the member qualification and attendance were as follows:

Position	Name	Actual attendance (B)	Delegate attendance	Actual attendance rate (%) (B/A)	Note
Chairman	JinnDer Chang	2	0	100%	
Member	Patrick Y. Yang	2	0	100%	
Member	JienHeh Tien	2	0	100%	
Member	Mingjuan Xie	2	0	100%	

Other items:

1. If the board does not accept or correct the suggestions made by the Remuneration Committee, the board should specify the revised board meeting date, meeting number, motion content, resolution results, and opinions of the Remuneration Committee: None.
2. If members oppose or have reservations for the resolution items indicated by the Remuneration Committee and have records or written statements, the members should specify the revised meeting date, meeting number, motion content, and opinions of all members: None.

3. Major resolutions of the Remuneration Committee in 2022:

Date/ Meeting	Proposal	Resolution
2022.3.1	<ol style="list-style-type: none">1. Review of the Company's 2021 Manager Performance Review2. Review of the Company's manager's salary adjustment for fiscal year 2021	Approved by all members of the Remuneration Committee
2022.8.11	<ol style="list-style-type: none">1. Proposal of the Corporate Governance Officer's compensation	Approved by all members of the Remuneration Committee