

Information on the operation of the Remuneration Committee

I. The Remuneration Committee consists of 3 members.

II. Scope of the Remuneration Committee's Powers:

1. Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers.
2. Periodically evaluate and prescribe the remuneration of directors, supervisors, and managerial officers.

III. The term of office of the current members: June 13, 2024 to June 12, 2027. The Remuneration Committee met 3 times in 2024 and up to the date of publication of the Annual Report. The qualifications and attendance of the members are as follows:

Position	Name	Attendance in Person	Attendance by proxy	Attendance Rate in Person (%)	Remarks
Convener	Jui-Ming Chang	3	0	100%	
Committee member	Cheng Ho Hsiao	3	0	100%	
Committee member	Shu-Fen Lai	3	0	100%	

Other matters that require reporting:

- (1) If the Board of Directors does not adopt or amend the recommendation of the Remuneration Committee, it shall state the date and period, the content of the resolution, the result of the resolution and the Company's handling of the recommendation of the Remuneration Committee (if the remuneration approved by the Board of Directors is better than the recommendation of the Remuneration Committee, it shall state the difference and the reasons for the difference): None.
- (2) Matters resolved by the Remuneration Committee, where the members expressed objections or reservations on the committee's resolutions, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

Important resolutions of the Remuneration Committee for the year 2024 up to the date of publication of the Annual Report:

Date	Meeting Session	Proposals	Opinions of all members of the Remuneration Committee	The Company's handling of the recommendation of the Remuneration Committee
2024.01.23	The 6th meeting of the 5th term	1.Approved the amount of 2023 year-end bonus for the Company's senior managerial officers. 2.Approved the salary adjustment for the senior managerial officers of the Company.	Resolved by all members.	Resolved by all Directors present at the Board of Directors.
2024.07.12	The 1th meeting of the 6th term	1. Nominated the convener and meeting chairperson of the Company's sixth Compensation Committee. 2. Approved the salary adjustment for the senior managerial officers of the Company. 3. Approved the remuneration proposal for the 13th term of the Company's Board of Directors.	Resolved by all members.	Resolved by all Directors present at the Board of Directors.
2025.01.14	The 2nd meeting of the 6th term	1.Approved the amount of 2024 year-end bonus for the Company's senior managerial officers. 2.Approved the salary adjustment for the senior managerial officers of the Company.	Resolved by all members.	Resolved by all Directors present at the Board of Directors.

- (3) Information on members of the nomination committee and on its operation: the company does not have a nomination committee.

