Information of Operation Status of Remuneration Committee

1. The Company's Remuneration Committee consists of 3 members.

The Remuneration Committee is responsible for assisting the board of directors to establish the policy and relevant measures for the performance evaluation and salary/remuneration of directors, supervisors and managerial personnel of the Company according to the comprehensive consideration of factors of the business operation performance, individual performance, standard adopted in the same industry and future risk etc., and conducts periodic assessments. For the Remuneration Committee Charter of the Company, please refer to the Company's website. According to the laws of the Republic of China, members of the Remuneration Committee are appointed by the board of directors.

Term of office of the current Committee members: Term of office from November 4, 2021 to August 11, 2024. The Remuneration Committee held 2 meetings (A) in the most recent year, and details of members' eligibility and attendance are as follows:

Title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance Rate (%) (B/A)	Remark
Convener	Yea-Kang Wang	2	0	100%	November 4, 2021 re-elected
Member	Cheng-Ping Yu	2	0	100%	November 4, 2021 re-elected
Member	Tien-Wei Shih	2	0	100%	November 4, 2021 re-elected

Other matters that shall be recorded:

1. In the event where the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the proposal, the resolution of the board of directors, and how the company had handled the Remuneration Committee's proposals (describe the differences and reasons, if any, should the board of directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): None.
2. Should any member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the proposal, the entire members' opinions, and how their opinions were addressed, the resolutions resolved in 2023 were as follows:

Meeting Dates and session	Contents	Independent Directors' Suggestion and React
The 6th meeting of the 5th session (March 2, 2023)	Proposal Content: Approval of the proposed distribution standards for the incentive bonuses of all company personnel (including managers) for the first three quarters of year 2023. Resolution Result: The committee members unanimously agreed to pass the proposal.	The proposal was approved by the unanimous agreement of all the directors present at the board of directors' meeting.
The 7th meeting of the 5th session (November 2, 2023)	Proposal Content: Approval of the proposed distribution standards for the incentive bonuses of all company personnel for the first three quarters of year 2024. Resolution Result: The proposal was amended based on Chairman Yea-Kang Wang's suggestion to revise the purpose of the proposal. After consulting all committee members present, the revised text was agreed upon and passed.	The proposal was approved by the unanimous agreement of all the directors present at the board of directors' meeting.

	Proposal Content: Discussion on the salary adjustment policy for all company employees. Resolution Result: The committee members unanimously decided that the Human Resources Department should draft the policy according to the direction of the salary adjustment discussions and then present it to the Remuneration Committee for discussion.	Discussed at the Remuneration Committee meeting on February 29, Year 2024.

3. The Company's 2024 Remuneration Committee meeting dates, proposal contents and resolution results are disclosed on the Company's website.

Note:

(1) Date of resignation is shown for members of the Remuneration Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

(2) If a re-election of Remuneration Committee members had taken place prior to the close of the financial year, members of both the previous and the current Remuneration Committee will be listed; in which case, the remarks column will specify whether the committee member was elected in the previous board, the new board, or both. The percentage of actual (proxy) attendance (%) will be calculated based on the number of Remuneration Committees held during active duty and the number of actual (proxy) attendance.