

Information concerning the remuneration committee

(1) Terms of reference for the remuneration committee:

Members of the remuneration committee are appointed under the resolution of the board of directors. The committee comprises four directors, one of whom is appointed as the convener.

Accordance with the Company's Charter for the Remuneration Committee - the remuneration committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the board of directors for discussion.

- Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors and managers
- Periodically evaluate and prescribe the remuneration of directors and managers

(2) The current Remuneration Committee has 4 members.

(3) Duration of service:

The fourth term of office of the Remuneration Committee began on June 24, 2020 and ended on June 9, 2023.

The fifth term began on June 12, 2023 and will end on May 29, 2026.

The Remuneration Committee has met 6 times in 2023. The qualifications and attendance of the members are as follows:

Term	Title	Name	Actual Attendance Times	Attendance by proxy	Attendance rate (%)	Remarks
4th	Convener and Chairperson	Hui-Chun Hsu	2	0	100%	Re-elected/appointed on 2023.05.30 Old appointment
	Member	Dar-Yeh Hwang	2	0	100%	
	Member	Semi Wang	2	0	100%	
	Member	Chung-Chi Huang	2	0	100%	
5th	Convener and Chairperson	Semi Wang	4	0	100%	Re-elected/appointed on 2023.05.30 Continuing service
	Member	Dar-Yeh Hwang	4	0	100%	Re-elected/appointed on 2023.05.30 Continuing service
	Member	Shi-Jer Sheen	4	0	100%	Re-elected/newly appointed on 2023.05.30 New service
	Member	Chung-Chi Huang	4	0	100%	Re-elected/appointed on 2023.05.30 Continuing service

Other items to be stated:

I. If the board of directors declines to adopt or modify a recommendation of the compensation committee, the date, session, topic discussed and the resolution of the board meeting and handling of the resolution of the compensation committee shall be specified (if the compensation package approved by the Board is better than the recommendation made by the committee, please specify the discrepancy and its reason): None.

II. For resolution(s) made by the remuneration committee with the committee members voicing opposing or qualified opinions on the record or in writing, please state the meeting date, term, contents of motion, opinions of all members and the company's handling of the said opinions: None.

III. Discussions and resolutions by the Company's 2023 remuneration committee meeting and the Company's response to opinions of its members:

Remuneration Committee Date/Session	Motion	Resolutions adopted by the Remuneration Committee	The Company's response to remuneration committee's opinions
2023/03/02 13th meeting of the 4th Committee	1. Motion for the Company's 2022 remuneration to directors	Approved by all members of the remuneration committee present at the meeting without objections	1. Approved by all board members present at the meeting without objections
	2. Adjustment of the 2023 remuneration for the Company's managerial officers		2. As Chairman Chin-Kung Lee and Director An-Hsuan Liu are also the Company's managers, and therefore recused themselves from the discussion and voting on the motion. The motion was passed by all directors present at the meeting who participated in the discussion and voting with no objection.
2023/05/05 14th meeting of the 4th Committee	The 2022 proposed remuneration distribution for directors	Approved by all members of the remuneration committee present at the meeting without objections	Approved by all board members present at the meeting without objections
2023/06/26 1st meeting of the 5th Committee	1. Review of the motion on paying Chairman Chin-Kung Lee directors' remuneration	Approved by all members of the remuneration committee present at the meeting without objections	1. Chairman Chin-Kung Lee is a party of interest in this motion and therefore recused themselves from the discussion and voting on the motion. The motion was passed by all directors present at the meeting who participated in the discussion and voting with no objection.
	2. Review of the motion concerning the 2021 cash capital increase and employee equity incentive program, and the 2022 employee equity incentive program for the Company's subsidiary King Long Technology (Suzhou) Ltd., as well as		2. Chairman Chin-Kung Lee, Vice-Chairman Chi-Chun Hsieh, and Director An-Hsuan Liu are a part of interest in this motion and therefore recused themselves from the discussion and voting on the motion. The motion was voted by a show of hands and passed by a majority of directors present at the meeting who participated in the

	the list of subscriptions and issuance.		discussion and voting. In favor: Director Kao-Yu Liu, Director Kuan-Hua Chen, Independent director Semi Wang, Independent director Dar-Yeh Hwang, Independent director Shi-Jer Sheen, totaling five persons. Against: Director Ping-Kun Hung (Reason: In the second employee equity incentive program, equity was distributed to only a handful of 4 to 5 top-level managers, which is not compliant with the principle of proportionality.)
2023/08/04 2nd meeting of the 5th Committee	The review of the 2022 proposed employee's cash remuneration to the Company's managerial officers.	Approved by all members of the remuneration committee present at the meeting without objections	As Director An-Hsuan Liu are also the Company's managers, and therefore recused themselves from the discussion and voting on the motion. The motion was passed by all directors present at the meeting who participated in the discussion and voting with no objection.
2023/08/08 3rd meeting of the 5th Committee	Propose to determine the remuneration to the Company's newly appointed president.	Approved by all members of the remuneration committee present at the meeting without objections	Approved by all board members present at the meeting without objections
2023/11/03 4th meeting of the 5th Committee	1. Review of the motion on paying Chairman Chin-Kung Lee directors' remuneration in 2024	Approved by all members of the remuneration committee present at the meeting without objections	1. Chairman Chin-Kung Lee is a party of interest in this motion and therefore recused themselves from the discussion and voting on the motion. The motion was passed by all directors present at the meeting who participated in the discussion and voting with no objection.
	2. Propose to determine the remuneration to the Company's new Assistant Vice President Winnie Chou		2. Approved by all board members present at the meeting without objections.