

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: June 24, 2020–June 9, 2023. The Remuneration Committee has met 5 times in 2022. The qualifications and attendance of the members are as follows:

Term	Title	Name	Actual Attendance Times	Attendance by proxy	Attendance rate (%)	Remarks
4th	Convener	Hui-Chun Hsu	5	0	100%	Convener and Chairperson
	Member	Dar-Yeh Hwang	5	0	100%	
	Member	Semi Wang	5	0	100%	
	Member	Chung-Chi Huang	5	0	100%	

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 2022 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
2022/03/04 8th meeting of the 4th Committee	Motion for the Company's 2021 remuneration to 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
2022/04/08 9th meeting of the 4th Committee	Adjustment of the 2022 remuneration for the Company's managerial officers	Approved by all members of the remuneration committee present at the meeting without objections	Chairman Chin-Kung Lee and Director An-Hsuan Liu are also managerial officers at the Company and, therefore, recused themselves from 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
2022/05/06 10th meeting of the 4th Committee	The 2021 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
2022/08/05 11th meeting of the 4th Committee	The review of the 2021 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	Chairman Chin-Kung Lee and Director An-Hsuan Liu are also managerial officers at the Company and, therefore, recused themselves from 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
2022/10/06 12th meeting of the 4th Committee	Approval of remunerations for the newly appointed Senior Vice President Andy Liang and newly appointed Assistant Vice Presidents TK Chen, Ta-Kang Liu, and Jerry Su	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