

# Operation of the Remuneration Committee in 2024

## Remuneration Committee attendance

- (1) There are three members in the Company's Remuneration Committee.
- (2) From 2024 to present, the Remuneration Committee met four times [A], and the members' attendance is as follows:

| Title            | Name              | Attendance in person [B] | By proxy | Attendance rate(%) [B/A] | Notes                         |
|------------------|-------------------|--------------------------|----------|--------------------------|-------------------------------|
| Convener         | Kung, Ju-Chin     | 4                        | 0        | 100%                     | Re-appointed on May 31, 2022  |
| Committee Member | Ding, Kung-Wha    | 4                        | 0        | 100%                     | Re-appointed on May 31, 2022  |
| Committee Member | Cheng, Tien-Chong | 4                        | 0        | 100%                     | New appointed on May 31, 2022 |

## Proposals and resolutions of the Remuneration Committee meetings

| Term and date   | Agenda   | Remuneration Committee's resolutions                                      | Remuneration Committee members' opinions | The Company's handling of the opinions of the Remuneration Committee         |
|---|--|---|--|--|
| 5 <sup>th</sup> meeting of 5 <sup>th</sup> term<br>January 31, 2024 | <ol style="list-style-type: none"> <li>1. Proposal for amendments of "Director and Functional Committee Remuneration Payment Guidelines."</li> <li>2. Proposal for amendments of "Regulations Governing Compensation Payment of Managerial Officers."</li> <li>3. Proposal for establishing "Compensation &amp; Clawback Policy."</li> <li>4. Proposal for the 2023 managerial officers' year-end bonuses and performance bonuses.</li> <li>5. Proposal for the 2024 managerial officers' salary compensations.</li> </ol> | Passed as proposed after the chairperson consulted all attending members. | No dissenting or unqualified opinions.   | Submitted to the Board of Directors and approved by all attending directors. |

| <b>Term and date</b>   | <b>Agenda</b>  | <b>Remuneration Committee's resolutions</b>                               | <b>Remuneration Committee members' opinions</b> | <b>The Company's handling of the opinions of the Remuneration Committee</b>  |
|--|--|---|---|--|
| 6 <sup>th</sup> meeting of 5 <sup>th</sup> term<br>February 16, 2024 | Proposal for the 2023 profit-sharing compensation to employees and directors.  | Passed as proposed after the chairperson consulted all attending members. | No dissenting or unqualified opinions.          | Submitted to the Board of Directors and approved by all attending directors. |
| 7 <sup>th</sup> meeting of 5 <sup>th</sup> term<br>February 29, 2024 | Proposal for establishing the "2024 Employee Stock Subscription Regulations for Cash Capital Increase by Issuing Common Shares" and managers' participation in the employee stock subscription case. | Passed as proposed after the chairperson consulted all attending members. | No dissenting or unqualified opinions.          | Submitted to the Board of Directors and approved by all attending directors. |
| 8 <sup>th</sup> meeting of 5 <sup>th</sup> term<br>April 18, 2024    | Proposal for the 2023 director profit-sharing compensation allocation.   | Passed as proposed after the chairperson consulted all attending members. | No dissenting or unqualified opinions.          | Submitted to the Board of Directors and approved by all attending directors. |