

## Operations of Remuneration Committee in 2024

Title	Name	Attendance in Person	By proxy	Attendance Rate in Person(%)	Remark
Convener	Chi, Chih-Yi	2	0	100%	Was newly appointed on May 24, 2024
Convener	Yang, Qian	4	0	100%	Term expired on May 24, 2024
Member	Yeh, Hui-Hsin	4	0	100%	Term expired on May 24, 2024
Member	Wang, Mao-Rong	4	0	100%	Term expired on May 24, 2024
Member	Huang, Tzu-Pei	6	0	100%	Was appointed on May 24, 2024
Member	Chiu, Hui-Yin	2	0	100%	Was newly appointed on May 24, 2024
Member	Liang, Lien-Wen	2	0	100%	Was newly appointed on May 24, 2024

Date	Major resolutions	Resolutions of the Remuneration Committee	Remuneration Committee's dissenting opinion or qualified opinion
Jan. 25, 2024	1.Resolved to approve the 2023 performance bonus for executives.	Approved by all attending members without objection.	None.
Feb. 26, 2024	1.Resolved to approve the distribution of 2023 employees and directors compensation. 2.Resolved to approve the connection and reasonableness between the compensation policy of the directors and managerial officers and performance assessment results.	Approved by all attending members without objection.	None.
Apr. 11, 2024	1.Resolved to approve the company's 2024 remuneration for executives.	Approved by all attending members without objection.	None.
May 09, 2024	1.Resolved to approve the allocation of incentive funds of the employee stock ownership trust to executives.	Approved by all attending members without objection.	None.
Aug. 08, 2024	1.Resolved to approve the distribution of 2023 directors' compensation. 2.Resolved to approve the distribution of 2023 employee's compensation for executives.	Approved by all attending members without objection.	None.

Date	Major resolutions	Resolutions of the Remuneration Committee	Remuneration Committee's dissenting opinion or qualified opinion
Nov. 08, 2024	1.Resolved to approve the company's 2024 remuneration policy to directors and employees. 2.Resolved to approve the company's 2024 compensation policy for executives.	Approved by all attending members without objection.	None.