

Operations of Remuneration Committee in 2023

Title	Name	Attendance in Person	By proxy	Attendance Rate in Person(%)	Remark
Convener	Yang, Qian	5	0	100%	Was appointed on Jul. 23, 2021
Member	Yeh, Hui-Hsin	5	0	100%	Was appointed on Jul. 23, 2021
Member	Wang, Mao-Rong	5	0	100%	Was appointed on Jul. 23, 2021
Member	Huang, Tzu-Pei	5	0	100%	Was newly appointed on Jul. 23, 2021.

Date	Major resolutions	Resolutions of the Remuneration Committee	Remuneration Committee's dissenting opinion or qualified opinion
Jan. 13, 2023	1.Resolved to approve the 2022 performance bonus for executives.	Approved by all attending members without objection.	None.
Feb. 24, 2023	1.Resolved to approve the distribution of 2022 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.
May 10, 2023	1.Resolved to approve the company's 2023 remuneration for executives.	Approved by all attending members without objection.	None.
Aug. 10, 2023	1.Resolved to approve the distribution of 2022 directors' compensation. 2.Resolved to approve the distribution of 2022 employee's compensation for executives. 3.Resolved to approve the manager of the company to hold shares in RAYZHER's stock release case.	Proposal 2: Modify the amount of cash compensation for employees. Proposal 3: The case refers to the release of shares of RAYZHER to the manager of Acter by NTC. Approved by all attending members without objection.	None.
Nov. 08, 2023	1.Resolved to approve the company's 2023 remuneration policy to directors and employees. 2.Resolved to approve the company's 2023 compensation policy for executives.	Approved by all attending members without objection.	None.