

# 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 six 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	6	0	100%	Re-appointed on May 31, 2022
Committee Member	Ding, Kung-Wha	6	0	100%	Re-appointed on May 31, 2022
Committee Member	Cheng, Tien-Chong	6	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 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 of managerial officers."</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.	N/A

Term and date	Agenda	Remuneration Committee's resolutions	Remuneration Committee members' opinions	The Company's handling of the opinions of the Remuneration Committee
6 <sup>th</sup> meeting of 5 <sup>th</sup> term 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.	N/A
7 <sup>th</sup> meeting of 5 <sup>th</sup> term 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.	N/A
8 <sup>th</sup> meeting of 5 <sup>th</sup> term 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.	N/A
9 <sup>th</sup> meeting of 5 <sup>th</sup> term October 10, 2024	Establishment of the "Regulations on the Employee Stock Option Plan of 2024."	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A
10 <sup>th</sup> meeting of 5 <sup>th</sup> term October 23, 2024	The list of eligible employees who hold positions as managerial officers of the Company or Directors of the Company, and their respective number of 2024 Options to be granted and common shares eligible for subscription under the First Issuance of the Employee Stock Options of 2024.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A