

## 2023 Operation of Remuneration Committee

(A)The Company's Remuneration Committee consists of three members.

(B)The term of office: from August 2, 2021 to July 28, 2024. The Compensation Committee convened two meetings in 2023 (A). The qualification and attendance of members are as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Actual attendance rate (%) (B/A) (Note)	Remarks
Convener	T.H. Tung	3	0	100%	
Member	Tan Hochen	3	0	100%	
Member	Chang-Sung Yu	2	0	NA	Appointed on 2023/8/14
Member	Yi- Chin Tu	0	0	NA	Appointed on 2023/8/14

Other mentionable items:

1. If the Board of Directors decline to adopt or amend a recommendation of the Compensation Committee, the date and session of the Board meeting, content of the motion, resolution and actions taken regarding the Compensation Committee's opinions 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.

2. As to the Compensation Committee's resolutions, if a member has objections or reservations with records or in writing, the date and session of the Committee meeting, contents of motions, all members' opinions and actions taken regarding the opinions shall be specified: None.

Note:

(1)If any member resigned before the end of the year, the resignation date shall be noted in the Remark column. The Attendance Rate (%) shall be calculated based on the number of Remuneration Committee's meeting held and the actual attendance during the term of office.

(2)If any member was re-elected before the end of the year, incoming and outgoing members shall be listed accordingly, and the status of member, i.e. whether he/she is "Outgoing", "Incoming" or "Re-elected", and the date of re-election shall be indicated in the Remark column. The Attendance Rate (%) shall be calculated based on the number of Remuneration Committee's meeting held and the actual attendance during the term of office.