

(I) The composition, responsibilities, and operations of the Remuneration Committee:

1. To assist the Board of Directors in improving the performance-based remuneration system for directors and managers, thereby duly implementing corporate governance, we have established the Remuneration Committee and appointed eligible professionals to serve as members of the Remuneration Committee in accordance with the Remuneration Committee Charter.

Information on members of the Remuneration Committee

Title (Note 3)	Name	Criteria		Number of other public companies where the individual serves as a member of the remuneration committee concurrently
		Professional qualifications and experience (Note 2)	Independence (Note 3)	
Convener Independent Director	Jieh-Chen Wang	<ol style="list-style-type: none"> 1. Has five years or more of experience in business, finance, accounting related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. 2. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. 2. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). 3. Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. 4. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	1
Independent Director	Wei-Chyun Yen	<ol style="list-style-type: none"> 1. Has five years or more of business experience related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. 2. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. 2. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). 3. Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. 4. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0
Independent Director	Loung-Ching Cheng	<ol style="list-style-type: none"> 1. Has five years or more of experience in business, finance, accounting related to the Company's industry as well as a wealth of knowledge, skills, and competencies required to perform duties and experience in business management. 2. Not under any of the circumstances under the subparagraphs of Article 30 of the Company Act. 	<ol style="list-style-type: none"> 1. Is not and spouse and relatives within the second degree of kinship thereof are not serving as directors, supervisors, or employees of the Company or its affiliates. 2. Does not and spouse and relatives within the second degree of kinship thereof do not hold the Company's shares (or by nominee arrangement). 3. Did not serving as a director, supervisor, or employee at a company with specific relations with the Company. 4. Did not receive remuneration for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years. 	0

Note 1: Please specify in the form the length of professional service, professional qualifications and experience, and independence of the members of the Remuneration Committee. If they are independent directors, please refer to “Information on directors (1)” in Appendix 1 on page 8. Please fill in “Independent director” or “Others” in the Title column (please indicate “Convener” if applicable).

Note 2: Professional qualifications and experience: Specify the professional qualifications and experience of individual members of the Remuneration Committee.

Note 3: Independence status: Specify if the members of the Remuneration Committee meet the criteria for independence, including but not limited to whether the individual and spouse or relatives within the second degree of kinship thereof are serving as directors, supervisors, or employees of the Company or its affiliates; the number of the Company’s shares held by the individual or spouse or relatives within the second degree of kinship thereof (or by nominee arrangement) and percentage; whether the individual is serving as a director, supervisor, or employee of a company with specific relations with the Company (refer to Article 6, paragraph 1, subparagraphs 5 to 8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the amount of remuneration received for providing business, legal, financial, accounting, or other services to the Company or its affiliates in the last two years.

2. The Remuneration Committee is responsible for evaluating the remuneration policy and system for our directors and managers in a professional and objective manner and making suggestions to the Board of Directors as a reference when it makes decisions. It is functioning normally.

3. Operations

(1) There are three members in the Remuneration Committee.

(2) The term of office of the is from July 15, 2022 through July 14, 2024. The Remuneration Committee held four (A) meetings during 2022; the committee members’ qualifications and attendance are as follows:

Information on the operations of the Remuneration Committee

Title	Name	Attendance in person (B)	Attendance by proxy	Attendance (%) (B/A) (Note)	Remarks
Independent Director (Convener)	Jieh-Chen Wang	4	0	100%	Reelected at the election of directors on 2021.07.15
Independent Director	Wei-Chyun Yen	4	0	100%	Reelected at the election of directors on 2021.07.15
Independent Director	Loung-Ching Cheng	4	0	100%	Reelected at the election of directors on 2021.07.15
<p>Additional information:</p> <p>I. If the Board of Directors did not adopt or amend the Remuneration Committee’s suggestions, the date of the board meeting, the session, the content of the proposal, the results of the resolutions by the Board of Directors, and the Company’s response to said opinions shall be specified (if the remuneration approved by the Board of Directors is better than the Remuneration Committee’s suggestions, the difference and the reasons therefor shall be specified): None.</p> <p>II. For proposals resolved by the and Remuneration Committee, if any members expressed objection or reservation with a record or written statement, the date of the Remuneration Committee meeting, the session, the content of the proposal, all members’ opinions, and the response to the members’ opinions shall be specified: None.</p>					

Note:

(1) If a member of the Remuneration Committee resigned before the end of the year, the date of resignation shall be indicated in the remarks column, and the attendance (%) is calculated with the number of Remuneration Committee meetings attended by the independent director divided by the

number of the meetings held during their term of office.

- (2) Before the end of the year, if there is an election of Remuneration Committee members, the new and old members shall be entered, and the old, new, or re-elected status and the election date of each member shall be indicated in the remarks column. The attendance (%) is calculated with the number of Remuneration Committee meetings attended by the independent director divided by the number of the Audit Committee meetings during their term of office.

4. Information on the meetings of the Remuneration Committee

The information on the meetings by the Remuneration Committee and its review and evaluation on remuneration in the most recent year is as follows:

Remuneration Committee	Proposal and subsequent processing	Resolution result	The Company's response to the Remuneration Committee's opinions:
2022/03/24	Proposed to distribute 2021 remuneration to employees and directors.	All members of the committee approved all proposals	Submitted to the Board of Directors and approved by all directors present
2022/08/12	Proposed to distribute 2021 remuneration to directors.	All members of the committee approved all proposals	Submitted to the Board of Directors and approved by all directors present
2022/11/11	1. Proposed to pay out the 2021 remuneration to group-wide directors' representatives. 2. Proposed to distribute the 2021 year-end bonus to managers.	All members of the committee approved all proposals	Submitted to the Board of Directors and approved by all directors present