

Operation of the Compensation Committee

A total of 2 (A) meetings of the Compensation Committee were held in 2023. Member attendance was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【 B/A 】	Remarks
Chairman	Shiuh-Kao Chiang	2	0	100	
Committee Member	Shang-Ming Chin	2	0	100	
Committee Member	Chiu-Feng Lien	2	0	100	
Committee Member	Yu-Hui Ning	2	0	100	

Other mentionable items:

1. If the Board of Directors declines to adopt or modifies a recommendation of the compensation committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the compensation committee's opinion (e.g., the remuneration passed by the Board of Directors exceeds the recommendation of the compensation committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the compensation committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. Major resolutions of Compensation Committee are summarized as follows:

Compensation Committee Meeting Date	Resolutions	Resolutions of the Compensation Committee and the Company's Response
02/21/2023 The 2nd meeting of the 5th session	<ul style="list-style-type: none"> • Evaluation directors' compensations for the year of 2022. • Evaluation employees' compensations for the year of 2022. • Reviewing director's system and structure of the remuneration for the year of 2023. • Reviewing manager's system and structure of the remuneration for the year of 2023. • Approval of employees' and directors' compensations for the year of 2023. 	No Compensation Committee member had any dissenting opinion or qualified opinion to the proposal and all attending members agree to pass the proposal.
11/07/2023 The 3rd meeting of the 5th session	<ul style="list-style-type: none"> • Approval of directors' and employees' compensations for the year of 2023. 	