

Operation of the Compensation Committee

I. Operational Information

1. The Company's Compensation Committee consists of 4 members.
2. Term of the current committee: From June 13, 2023 to June 12, 2026.
3. The Compensation Committee held 2 meetings in 2023.

II. Attendance of Compensation Committee Members

Title	Name	Meetings Attended	Meetings Attended by Proxy	Attendance Rate (%)	Remarks
Independent Director	Liu, Zheng-Huai	2	0	100%	Reappointed
Independent Director	Chueh, Ming-Fu	2	0	100%	Reappointed
Independent Director	Cheng, Wen-Zheng	2	0	100%	Reappointed
Independent Director	Zhuang, Bo-Nian	1	0	100%	Newly Appointed

III. Proposals and Resolutions of the Meetings

Meeting Date	Agenda Items	Opinions of All Independent Directors	Company's Response to Independent Directors' Opinions
2023/03/16	<ol style="list-style-type: none"> 1. Review of the 2022 Board Performance Evaluation 2. Review and ratification of the proposed 2022 directors' remuneration, managerial (employee) compensation, and annual bonus 3. List of applicable managers for compensation review 	Agreed	Approved as proposed
2023/11/09	<ol style="list-style-type: none"> 1. Election of the convener and chairperson of the Compensation Committee 2. Proposal for distribution of compensation and bonuses to managerial personnel and employees 	Agreed	Approved as proposed