

Operation of Remuneration Committee

The 5th term for the members: July 20, 2021 to July 19, 2024; the 5th term of Remuneration Committee (A) has convened 6 meetings until March 13, 2024, and the qualifications and records of attendance of committee members are shown below:

Title Name	Title Name	Attendance (voting and non-voting) in Person (B)	Attendance by proxy	Attendance (voting and non-voting) rate (%) [B/A]
Independent Director (Convener)	Hsuan Chien-Shen	3	3	50.00
Independent Director	Yeh Kuang-Shih	6	0	100.00
Independent Director	Shen Ling-Long	6	0	100.00

The 5th term of Remuneration Committee of the members

Category	Name	Education/ Experience	Other current positions
Convener	Hsuan Chien-Shen	<ul style="list-style-type: none"> Department of Electrical Engineering, National Cheng Kung University Master of System Engineering, Boston University, New York, USA Doctor of Philosophy in Systems Engineering, Boston University, New York, USA Project Manager, General Electric Vice President, Pepsi Taiwan Vice President, Sesoda Corporation Vice President, Pen Holdings Taiwan President of Overseas Operations, Admiral Oversea Corporation President, TPV Technology Group 	<ul style="list-style-type: none"> Chairman and CEO, TPV Technology Co., Ltd. Director, Standard Foods Co., Ltd. Chairman, Shanghai Standard Foods Co., Ltd. Chairman, Standard Investment (China) Co., Ltd. Chairman, Standard Foods (China) Co., Ltd. Chairman, Standard Foods (Xiamen) Co., Ltd. Chairman, Shanghai Le Bonta Wellness Co., Ltd. Chairman, Shanghai New Vitality Health Technology (Group) Co., Ltd.
None	Yeh Kuang-Shih	<ul style="list-style-type: none"> Ph.D., Carnegie Mellon University Master, U. of Delaware Bachelor of Law, National Taiwan University Shihlien Fine Chemical Co., Ltd./Vice Chairman and President Graduate Institute of Technology, Innovation & Intellectual Property Management, National Chengchi University/Professor Department of Business 	<ul style="list-style-type: none"> Vice-chairman and President Shihlien Fine Chemical Co., Ltd. Independent Director, Clientron Corp. Director, XUE XUE INSTITUTE CO., LTD. Independent Director, SHANGHAI ORIENT CHAMPION HEALTHCARE PRODUCTS CO., LTD. Independent Director, Fubon Financial Holding Co., Ltd.

Category	Name	Education/ Experience	Other current positions
		Management, National Sun Yat-sen University/Chair <ul style="list-style-type: none"> • Department of Business Management, National Sun Yat-sen University/Professor • Kaohsiung City Government/Deputy Mayor • Ministry of Transportation and Communications/Minister • Ministry of Transportation and Communications/Political Deputy Minister • Research and Development Committee, Executive Yuan/ Deputy Chairman • Independent Director, Bank of Taiwan (Representative of Taiwan Financial Holding Company) • Inaugural Chairman, Taoyuan International Airport Corporation • Independent Director, Tsann Kuen Enterprise Co., Ltd. 	
None	Shen Ling-Long	<ul style="list-style-type: none"> • PhD in Economics, University of Paris, France • Director of the Department of Insurance, Ministry of Finance • Chairman of Mega Asset Management Corp. • Chairman of Chung Kuo Insurance Co., Ltd. • Chairman of the Taiwan Asset Management Corporation • Chairman of Taiwan Cooperative Financial Holding Co., Ltd. and Taiwan Cooperative Bank 	No

Other matters that require reporting:

1. If the Board of Directors did not adopt or revise the recommendations of the compensation committee, it should describe the date of the Board meeting, term of the Board, agenda item, resolutions adopted by the Board, and actions taken by the company in response to the opinion of the compensation committee: None.
2. If a member opposes a resolution the Committee has adopted or has reservations with a written record or a statement, the date and session of the meeting, the resolution, opinions of all the members, and the handling of their opinions shall be indicated: None.

3. The discussion of the Remuneration Committee and the resolutions, and the company's processing of the member's opinions:

Meeting date	Term	Agenda item and resolutions
2023.03.08	1st meeting in 2023	<p>Agenda item:</p> <ol style="list-style-type: none"> 1. The implementation of the company's 2022 remuneration plan for managers. 2. Proposal of discussion on the company's 2022 payment of the remuneration to the employees and directors. <p>Committee member opinions: No objections or qualified opinions.</p> <p>Resolution: The chair put the matter before all and the proposal was approved as proposed by all members in attendance.</p> <p>The company's response to Remuneration Committee opinions: The proposal to the Board of Directors was approved by all the present directors.</p>
2023.11.07	2nd meeting in 2023	<p>Agenda item:</p> <ol style="list-style-type: none"> 1. Proposal of discussion on the company's 2024 remuneration plan for managers. <p>Committee member opinions: No objections or qualified opinions.</p> <p>Resolution: The chair put the matter before all and the proposal was approved as proposed by all members in attendance.</p> <p>The company's response to Remuneration Committee opinions: The proposal to the Board of Directors was approved by all the present directors.</p>
2024.03.13	1st meeting in 2024	<p>Agenda item:</p> <ol style="list-style-type: none"> 1. The implementation of the company's 2023 remuneration plan for managers. 2. Proposal of discussion on the company's 2023 payment of the remuneration to the employees and directors. <p>Committee member opinions: No objections or qualified opinions.</p> <p>Resolution: The chair put the matter before all and the proposal was approved as proposed by all members in attendance.</p> <p>The company's response to Remuneration Committee opinions: The proposal to the Board of Directors was approved by all the present directors.</p>