

Information on the Operations of the Remuneration Committee

- 1、The Company's Remuneration Committee consists of a total of three (3) members.
- 2、The term of office of the current members is from June 13, 2023 to June 12, 2026. In 2023, the Remuneration Committee convened four (4) meetings. The qualifications of the committee members and their attendance status are as follows:

Title	Name	Number of Meetings Attended in Person	Number of Meetings Attended by Proxy	Attendance Rate (%)	Remarks
Convener (6th Term)	Hsu Yin-Chu	4	-	100	Number of Meetings Required to Attend: 4
Member	Tsai Hui-Ming	2	-	100	Date of Assumption of Office: June 13, 2024; Number of Meetings Required to Attend: 2
Member	Kao Chia-Liang	-	-	100	Date of Assumption of Office: November 29, 2024; Number of Meetings Required to Attend: 0
Member	Hung Jen-Chieh	1	-	100	Date of Dismissal: August 30, 2023; Number of Meetings Required to Attend: 1
Convener (5th Term)	Lin Yu-Chang	2	-	100	All directors were re-elected on June 13, 2023, and the previous directors were discharged upon the expiration of their terms.

Member	Chen Lien-Hsing	2	-	100	All directors were re-elected on June 13, 2023, and the previous directors were discharged upon the expiration of their terms.
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Other Matters to Be Disclosed:

1. If the Board of Directors does not adopt or revises the recommendations of the Remuneration Committee, the Company shall disclose the date and session of the Board meeting, the agenda items, the resolutions adopted by the Board, and how the opinions of the Remuneration Committee were handled by the Company.
Where the remuneration approved by the Board of Directors is more favorable than that recommended by the Remuneration Committee, the differences and the reasons therefor shall be specified: **None**.
2. If, with respect to any resolution adopted by the Remuneration Committee, any member has expressed a dissenting or qualified opinion with records or written statements, the Company shall disclose the date and session of the Remuneration Committee meeting, the agenda items, the opinions of all members, and how such opinions were handled: **None**.

The operation of the Remuneration Committee for fiscal year 2024 was as follows:

January 16, 2024 – The 3rd Meeting of the 6th Term	(1) Proposal Regarding the Remuneration of the Company's Newly Appointed Chief Executive Officer.	The resolution was approved unanimously by all Committee members.	Approved by all directors present at the Board meeting.
March 12, 2024 – The 4th Meeting of the 6th Term	(1) Proposal Regarding Allowances for Concurrently Serving Business Duties in the Company's Subsidiaries.	The resolution was approved unanimously by all Committee members.	Approved by all directors present at the Board meeting.
August 8, 2024 – The 5th Meeting of the 6th Term	(1) Remuneration Proposal for the Chairman of the Company. (2) Proposal for the Allocation of Remuneration to the Company's Management and Directors.	The resolution was approved unanimously by all Committee members.	Approved by all directors present at the Board meeting.
November 12, 2024 – The 6th Meeting of the 6th Term	(1) Proposal for the Company's Year-End Bonus for Fiscal Year 2024.	The resolution was approved unanimously by all Committee members.	Approved by all directors present at the Board meeting.