

I. Remuneration and Nomination Committee Organization and Operation

The company has established a functional committee, the Remuneration and Nomination Committee, under the Board of Directors to assist the Board in fulfilling its oversight responsibilities. The committee has formulated its organizational regulations, which were approved by the Board of Directors and are now in effect.

1. Remuneration and Nomination Committee

The Remuneration and Nomination Committee was established in the fiscal year 2011. The members of the committee are appointed by the Board of Directors, with a minimum of three members, the majority of whom should be independent directors. The committee members elect one independent director to serve as the convener and chairman of the meetings. The main responsibilities of the committee include assisting the Board of Directors in reviewing and evaluating the overall compensation and benefits policies of the company, as well as the performance assessment and compensation of the directors and executives. The committee also proposes amendments to the organizational regulations related to its operation. The composition, number of members, terms, powers, and meeting rules of the committee shall be handled in accordance with the provisions of the company's " Remuneration and Nomination Committee Organizational Regulations."

2. Responsibilities of the Remuneration and Nomination Committee

The members of the committee shall exercise the care of good administrators, faithfully fulfilling the following duties, and be accountable to the Board of Directors. They shall submit their proposals to the Board of Directors for discussion:

- A. Formulating and periodically reviewing policies, systems, standards, and structures for the performance evaluation and compensation of directors and executives.
- B. Regularly evaluating and determining the compensation of directors and executives, including cash compensation, bonuses, retirement benefits, severance payments, various allowances, and other substantial incentive measures.

II. Summary of Attendance at the 2022nd Fiscal Year Committee Meetings

Title	Name	Expected Attendance	Actual Attendance	Absent or Represented
Independent Director	Wang Guo-Cheng	3	3	0
Independent Director	Lin, Tian-Fa	3	3	0
Committee Member	Cai, Jia-Sheng	3	3	0
Independent Director	Wang, Wei	1	1	0
Total		10	10	0

III. Meeting Information for the 2022nd Fiscal Year

During the past year, the Compensation Committee of the company held the following meetings to review and evaluate the company's compensation information:

Term / Date	Agenda	Resolution	Company's Action
4th Term, 8th Meeting March 21, 2022	Review the performance evaluation of directors and executives for the year 2021.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
4th Term, 8th Meeting March 21, 2022	Review the director's remuneration and employee bonus allocation plan.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
4th Term, 8th Meeting March 21, 2022	Review the revision of the Committee's organizational regulations.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
4th Term, 8th Meeting March 21, 2022	Review the measures taken in response to recent important human resources regulations updates.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
5th Term, 1st Meeting September 26, 2022	Election of the Convener of the 5th Term Committee.	Mr. Wang Guo- Cheng was jointly elected as the Convener of the 5th Term Compensation Committee.	Implementation according to the resolution.
5th Term, 2nd Meeting December 26, 2022	Measures to address organizational dynamics and talent gaps.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
5th Term, 2nd Meeting December 26, 2022	Review the year-end bonus for 2022 and the salary structure for senior executives.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
5th Term, 2nd Meeting December 26, 2022	Report and consultation on the structure of internal and external sales bonuses.	Unanimously approved by all attending committee members.	Implementation according to the resolution.
5th Term, 2nd Meeting December 26, 2022	Review the work plan of the Compensation Committee for the year 2023.	Unanimously approved by all attending committee members.	Implementation according to the resolution.