

Motions Discussed and Resolution Status of the Remuneration Committee were as follows

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
03/28/2023 3 rd Meeting of The 5 th Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	Revision Proposal for the Job Grades and Salary Ranges Chart		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
		The Annual Salary Adjustment Proposal for Managers		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
		Promotion to Associate Director Level, and Approved Compensation Plan		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
07/28/2023 4 th Meeting of The 5 th Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	Managerial Dual Role Compensation Proposal		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
		Employee Stock Plan		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
		The General Manager's Subscription to the Increase in Capital through Surplus for Issuance of New Shares Including Fractional Shares Case		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
		2022 remuneration of corporate directors and supervisors of affiliates and other invested companies		All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
12/27/2023 5 th Meeting of The 5 th Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	Amount of year-end bonus for board chairman and managerial officers (including employees).		Unanimously resolved and proposed to Board of Directors for resolution
		Additional payment of Lunar New Year for Directors		Unanimously resolved and proposed to Board of Directors for resolution
		Additional payment of Lunar New Year for Remuneration Committee members	No discussion based on avoidance of interest	All members attended in person but recused themselves from the discussion and voting and submitted to the Board of Directors for resolution.
2/19/2024 6 th Meeting of The 5 th Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	Proposal for the distribution of Director and employee compensation for 2023.		Unanimously resolved and proposed to Board of Directors for resolution.
		Distribution of Director remuneration of 2023.		Unanimously resolved and proposed to Board of Directors for resolution.
		Distribution of manager employee remuneration of 2023.		Unanimously resolved and proposed to Board of Directors for resolution.