

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.
		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.

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
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.
7/23/2024 7 th Meeting of The 5 th Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	2023 remuneration of corporate directors and supervisors of affiliates and other invested companies.		Unanimously resolved and proposed to Board of Directors for resolution.
		The case of managerial officers (including employees) subscribing to treasury shares.		Unanimously resolved and proposed to Board of Directors for resolution.
		Amendment to the "Regulations Governing the Remuneration of		Unanimously resolved and proposed to Board of Directors for resolution.

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
		Directors and Managerial Officers."		
		Amendment to the "Guidelines for the Appointment and Remuneration Management of Corporate Directors and Supervisors."		Unanimously resolved and proposed to Board of Directors for resolution.
12/11/2024 8 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).		Chi-Lin Wea entrusted Robert K. Su, with Robert K. Su and Pao-Chu Lin attending in person. The proposal was approved without objection by the attending members of the Remuneration Committee and was subsequently submitted to the Board of Directors for review and approval.
		Additional payment of Lunar New Year for Directors.		Chi-Lin Wea entrusted Robert K. Su, with Robert K. Su and Pao-Chu Lin attending in person. The proposal was approved without objection by the attending members of the Remuneration Committee and was subsequently submitted to the Board of Directors for review and approval.
		Additional payment of Lunar New Year for Remuneration Committee members.	No discussion based on avoidance of interest	Chi-Lin Wea entrusted Robert K. Su, with Robert K. Su and Pao-Chu Lin attending in person but not participating in the discussion or voting. The proposal was directly submitted to the Board of Directors for review and approval.