

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.		Unanimously resolved and proposed to Board of Directors for resolution.
		The Annual Salary Adjustment Proposal for Managers.		
		Promotion to Associate Director Level, and Approved Compensation Plan.		
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.		Unanimously resolved and proposed to Board of Directors for resolution.
		2022 remuneration of corporate directors and supervisors of affiliates and other invested companies.		
		The General Manager's Subscription to the Increase in Capital through Surplus for Issuance of New Shares Including Fractional Shares Case.		
		Employee Stock Plan.		

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 .		Unanimously resolved and proposed to Board of Directors for resolution.
		Additional payment of Lunar New Year for Directors.		
		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.