

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
2/19/2024 6 <sup>th</sup> Meeting of The 5 <sup>th</sup> 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.		
		Distribution of manager employee renumeration of 2023.		
7/23/2024 7 <sup>th</sup> Meeting of The 5 <sup>th</sup> 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.		
		Amendment to the "Regulations Governing the Remuneration of Directors and Managerial Officers."		
		Amendment to the "Guidelines for the Appointment and Remuneration Management of Corporate Directors and Supervisors."		

Meeting Date	Members Attended	Content of Motion	Avoidance of Motion in Conflict of Interest	Discussion & Resolution Status
12/11/2024 8th Meeting of The 5 <sup>th</sup> Term	Robert K. Su, Chi-Lin Wea, Pao-Chu Lin	Amount of Year-End Bonus for the Board Chairman and Managerial Officers for 2024.		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 Lunar New Year Payment for Directors for 2024.		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 Lunar New Year Payment for Remuneration Committee Members for 2024.	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.