

## Salary and Compensation Committee Highlights and Key Resolutions

### Main points of work

- Establishes and periodically reviews policies, systems, standards and structures for evaluating the performance and compensation of directors and managers.
- Periodically evaluates compensation for directors and managers

### Compensation Committee Operations in FY2023

Job Title	Name	Actual Attendance	Attendance by proxy	Actual attendance (%)
Member (convener)	Wang Shih-kun	2	0	100%
Member	Yang Po Min	1	1	50%

Member	Chen Yung-Lung	2	0	100%
Member	Chiu Joun-Fu	1	0	100%

Note: : Commissioner Chiu, Joun-Fu Date of Appointment on June 7, 2023.

Important Resolutions

<b>Meeting Date</b>	<b>Members present</b>	<b>Content of Motion</b>
2023/03/14	Wang Shih-kun Chen Yung-Lung	Distribution of Employee and Directors' Remuneration for FY2022
	Resolutions of the Remuneration Committee : All members present agreed.	

	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	
2023/11/08	Wang Shih-kun Yang Po Min Chen Yung-Lung Chiu Joun-Fu	Audit of the "Regulations Governing the Payment of Directors' Remuneration and Attendance Fees" of the Company
	Resolutions of the Remuneration Committee : All members present agreed. ◦	
	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	