

## 2023 Operation status of Remuneration Committee

Functions:

1. Formulating and regularly reviewing the performance evaluation of the Board of Directors and managers in conjunction with the remuneration policies, systems, standards, and structure.
2. Regularly evaluating and determining the remunerations of the Directors and manager.

Implementation Status:

Operation of the Remuneration Committee:

1. There are currently 3 members on the Remuneration Committee.
2. Holding 2 times (A) of Remuneration Committee in 2023 and the attendance status listed below:

Title	Name	Times of Attendance (B)	Times of Attendance by Proxy	Actual Percentage of Attendance (%) (B/A)	Remark
Convener	Lawrence Juen-Yee LAU	2	0	100%	
Committee member	Ta-Sung Lee	2	0	100%	
Committee member	Joann Chang	2	0	100%	

Instances where discussion and results of resolution of the remuneration committee and the response to members' opinion in 2023:

Remuneration Committee	Mater to be discussed	Resolution
The 3 <sup>rd</sup> meeting of the 5 <sup>th</sup> term 2023.02.14	To discuss and approve the 2022 directors' and employees' compensation of the Company	Approved by all attending members without objection.
The 4 <sup>th</sup> meeting of the 5 <sup>th</sup> term 2023.05.02	The introduction of Performance Incentive Plan for Non-Sales (PIPNS) for 2023	Approved by all attending members without objection.

**Other matters of importance:**

1. In instances where recommendations of the Remuneration Committee faced objections by the Board of Directors, or were subject to qualified opinions, then the date(s) of meetings, sessions, and contents of motions shall be specified, as shall be the Board resolutions and actions taken concerning the Committee's opinions. (E.g., if the remuneration level resolved to in the Board meeting exceeds the one recommended by the Committee, the difference and reasons for the difference shall be specified.): None.
2. In instances where resolutions of the remuneration committee were objected to by members, or subject to qualified opinion and recorded or declared in writing (where date of meetings, sessions, contents of motions, all members' opinion and the response to members' opinion are specified): None.
3. Does the Company's Remuneration Committee regularly evaluate the remuneration policies, systems, standards, and structures of directors and managers:  
Members of the Remuneration Committee would regularly discuss the performance assessments of

directors and managerial officers as well as the policy, system, standard and structure of compensation during the committee meetings. Please refer to the “Discussion items and resolutions of the Remuneration Committee meetings and actions taken by the Company regarding members’ opinions” for details.