

### 2023 Operational Status of the Compensation Committee

- I. There are 3 members in the Company's Remuneration Committee.
- II. Current Term: From July 27, 2021 to July 26, 2024. The Remuneration Committee held four meetings (A) in the recent year, the qualifications and attendance of the committee members are shown as follows:

Title	Name	Attendance in Person (B)	By Proxy	Rate of Actual Presence (%) (B/A)	Remarks
Convener	Cheng-Chieh Dai	4	-	100%	None
Member	Yu-Nu Lin	4	-	100%	None
Member	Jui-Hsiang Lo	4	-	100%	None
Other matters that shall be reported:					
Item	Matters for discussion	Resolution Results		Handling of Members' Opinions by the Company	
2023.02.17 The 6th of the Fifth Session	Distribution of the Remuneration to Employees and Directors for the Year 2022 of the Company.	Passed by all attending members of the Remuneration committee.		None	
2023.03.29 The 7th of the Fifth Session	Compensation Adjustment Plan of Managers of the Company.				
2023.05.25 The 8th of the Fifth Session	Distribution Plan of Remuneration for Managers in Cash for the 2022 Fiscal Year of the Company.				
2023.12.22 The 9th of the Fifth Session	Distribution Plan of Managers Operation and Project Bonus for the Year 2023 of the Company.				

