

Compensation Committee

The Compensation Committee of the Company was established in March 2012. The number of members of the Compensation Committee shall not be less than three and shall include at least one independent director, and the remaining members shall be appointed by resolution of the Board of Directors and one independent director shall be elected as the convener. The term of office of the members of the Committee is the same as the term of the Board of Directors which appoints them, and the members of the Committee may be re-elected upon the expiration of the term of office. The convener of the Committee represents the Committee.

The powers of the Compensation Committee are as follows:

- I. Prescribe and periodically review the performance review and compensation policy, system, standards, and structure for directors and managerial officers.
- II. Periodically evaluate and prescribe the compensation of directors and managerial officers.
- III. "Compensation" as used in the preceding two paragraphs includes cash compensation, stock options, profit sharing and stock ownership, retirement benefits or severance pay, allowances or stipends of any kind, and other substantive incentive measures. Its scope shall be consistent with that of compensation for directors and managerial officers as set out in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

The Compensation Committee shall meet at least twice a year. Please refer to the annual reports of the Company for information on the meetings of the Committee and the attendance rate of each member.

Members of the 5th Compensation Committee (May 31, 2022)

Title	Name
Convener	Feng-Chi Kao (Independent director)
Member	Tse-Hsiang Ting (Independent director)
Member	Chun-Hung Tung (Independent director)

Members of the 6th Compensation Committee (May 30, 2023)

Title	Name
Convener	Feng-Chi Kao (Independent director)
Member	Chun-Hung Tung (Independent director)
Member	Chia-Hsin Chang (Independent director)
Member	Pi-Chuan Sun (Independent director)

Implementation status of the 5th Compensation Committee:

Date	Meeting outline	Results of resolution
January 12, 2023 (4th meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the work plan of the Company's Compensation Committee for 2023. 2. Review the proposed year-end bonuses for the managerial officers of the subsidiaries for 2022. 3. Review the proposed year-end bonuses for the managerial officers of the Company for 2022. 4. Review of compensation for independent directors. 	The motion is approved as proposed and then submitted to the Board of Directors for resolution.
April 14, 2023 (5th meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the proposed annual performance bonus for the 	Matter 1~2. The motion is approved as proposed and then submitted to the Board of Directors for resolution;

	<p>managerial officers of subsidiaries (Solar Green Materials Technology Co., Ltd.) for 2023.</p> <p>2. Review the proposed annual performance bonus for the managerial officers of the Company for 2022.</p> <p>3. Review the employee compensation proposal for 2022.</p> <p>4. Review of the Company's 2022 Directors' Remuneration Distribution Plan.</p>	<p>Matter 3. After the chairman consulted all attending committee members, the proposal was approved with amendments. The allocated amount for employee compensation is NT\$53,802,167, while the actual disbursed amount is NT\$47,013,977. The matter will be submitted to the Board of Directors for approval;</p> <p>Matter 4. After the chairman consulted all attending committee members, the proposal was approved with amendments. The allocated amount for directors' remuneration is NT\$34,784,004, while the actual disbursed amount is NT\$32,096,124. The matter will be submitted to the Board of Directors for approval.</p>
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Implementation status of the 6th Compensation Committee:

Date	Meeting outline	Results of resolution
June 8, 2023 (Preparatory meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <p>1. To elect and appoint the convener of the Company's sixth Compensation Committee, and the proposal of the said election.</p>	The motion is approved as proposed and then submitted to the Board of Directors for resolution.
June 8, 2023 (1st meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <p>1. Review the managerial officers' compensation for concurrently serving as directors and supervisors</p>	The motion is approved as proposed and then submitted to the Board of Directors for resolution.

	<p>of the Company's subsidiaries for 2022.</p> <p>2. Review of the Company's 2022 board of directors and employee remuneration plan.</p> <p>3. Review of the managerial officers receiving subsidiary company concurrent employment allowances.</p>	
<p>November 6, 2023 (2nd meeting)</p>	<p>Matters reported: None</p> <p>Matters discussed:</p> <p>1. Review of the change of the company's corporate governance director.</p>	<p>The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>