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:

- 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 6th Compensation Committee (May 30, 2023)

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

Member	Pi-Chuan Sun
	(Independent director)

Implementation status of the 6th Compensation Committee:

Date	Meeting outline	Results of resolution
January 25,	Matters reported: None	The motion is approved as proposed
2024	Matters discussed:	and then submitted to the Board of
(3rd meeting)	1. Review the work plan of the	Directors for resolution.
	Company's Compensation	
	Committee for 2024.	
	2. Review the proposed year-end	
	bonuses for the managerial officers	
	of the Company for 2023.	
March 6,	Matters reported: None	The motion is approved as proposed
2024	Matters discussed:	and then submitted to the Board of
(4th meeting)	1. Review the proposed annual	Directors for resolution.
	performance bonus for the	
	managerial officers of the Company	
	for 2023.	
April 19,	Matters reported: None	The motion is approved as proposed
2024	Matters discussed:	and then submitted to the Board of
(5th meeting)	1. Review of the Company's 2023	Directors for resolution, only the
	Directors' Remuneration	allocation details will be discussed at
	Distribution Plan.	the next meeting.
May 30,	Matters reported: None	Matter 1. The Chair consulted all
2024	Matters discussed:	committee members in attendance and
(6th meeting)	1. Review of the Company's 2023	pass the proposal based in the amendment opinions. The directors'
	Directors' Remuneration	remuneration appropriated total
	Distribution Plan.	NT\$30,336,588 and the actual amount
	2.Review and adjustment of the	paid was NT\$27,892,958. The
	Company's "Regulations for the	proposal was submitted to the Board of Directors for approval;

	Distribution of Compensation and	Matter 2~3. The motion is approved as
	Remuneration for Board Members.	proposed and then submitted to the
	"	Board of Directors for resolution.
	3. Review of the Company's 2023	
	board of directors and employee	
	remuneration plan.	
November 4,	Matters reported: None	The motion is approved as proposed
2024	Matters discussed:	and then submitted to the Board of
(7th meeting)	1. Review the salary adjustment	Directors for resolution.
	proposal for the managerial officers	
	of the Company for 2024.	