

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 FY2024

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

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

Important Resolutions

Meeting Date	Members present	Content of Motion
2024/03/14	Wang Shih-kun Yang Po Min Chen Yung-Lung	Distribution of Employee and Directors' Remuneration for FY2023
	Resolutions of the Remuneration Committee : All members present agreed.	
	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	
2024/05/13	Wang Shih-kun Yang Po Min Chen Yung-Lung Chiu Joun-Fu	Appointment of the Deputy General Manager of the Company's Operations Management Center.
	Resolutions of the Remuneration Committee : All members present agreed.	
	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	