

Session and the date of Remuneration Committee	Significant decisions resolved	Resolutions which were not approved by the Remuneration Committee but were approved by two thirds or more of all directors	Remuneration Committee's comment	The response to the Remuneration Committee's suggestion by the Company
Session 5- 17 th 02/26/2025	1. Proposal of the proportion of employee compensation and directors compensation for the year ended December 31, 2024.	Nil	This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was submitted to the board of directors for resolution.	The proposal was approved by all directors present, and the proposal was submitted to the 2025 annual shareholders meeting report.
	2. Proposal of the Company's 2024 year-end bonuses and the allocation of long-term contribution performance bonuses in 2021 to authorized chief officers.	Nil	1. The Chairperson Chou Ken-Yu and CFO left the meeting when deliberation or voting took place of the proposal. 2. This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was submitted to the board of directors for resolution.	The proposal was submitted to the board of directors for discussion. Except that Chairperson Chou Ken-Yu, Director Chen Li-Sin, the General Manager, Auditor General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.
	3. Proposal for the 2025 List of Senior Executives Adapted to the Measures for Remuneration and Bonuses for Senior Managers in the Company.	Nil	1. The Chairperson Chou Ken-Yu and CFO left the meeting when deliberation or voting took place of the proposal. 2. This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was submitted to the board of directors for resolution.	The proposal was submitted to the board of directors for discussion. Except that Chairperson Chou Ken-Yu, Director Chen Li-Sin, the General Manager, Auditor General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.

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	4. Proposal for the Determination of Target Compensation for Senior Executives for the 2025.	Nil	<p>1. The Chairperson Chou Ken-Yu and CFO left the meeting when deliberation or voting took place of the proposal.</p> <p>2. Committee Member Mr. Yen Lou-Yu inquired regarding the 2025 target remuneration, it is positioned near the 50th percentile (P50) of the market compensation level for senior executives with similar functional attributes. A query was raised as to whether this principle will be maintained or if levels will be gradually increased in the future. The Chief Human Resource Officer Mr. Huang Chi-Liang responded that future remuneration will be reviewed based on the specific circumstances of individual positions to ensure market competitiveness. While P50 remains the primary reference benchmark at present, gradual</p>	<p>The proposal was submitted to the board of directors for discussion. Except that Chairperson Chou Ken-Yu, Director Chen Li-Sin, the General Manager, Auditor General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously passed by all participating board members in full.</p>

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			<p>adjustments will be made as necessary.</p> <p>3. This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was submitted to the board of directors for resolution.</p>	
Session 5- 18 th 04/28/2025	Proposal of the Company's 2024 directors' remuneration.	Nil	<p>During the process of discussion about remuneration to independent directors, the involved independent directors would withdraw from conflict involvement (recusal). The proposal was duly passed without an objection and was duly resolved in the board of directors.</p>	Submitted to the board of directors for discussion. Except that the involved directors left the meeting when deliberation or voting took place, the proposal was unanimously passed by other participating board members in full.
Session 6- 1 st 06/27/2025	1. Proposal for Appointment and Election of the Convener and Chairman.	Nil	Committee Member Mr. Lin Wen-Jeng was elected as the Convener and the Chairperson by a mutual vote of the attending committee members.	Nil
	2. Proposal of the Company's Independent directors' remuneration.	Nil	The Proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.

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			board of directors for final decision.	
Session 6- 2 nd 10/29/2025	Proposal of remuneration plan for the appointment of senior executives.	Nil	<p>1. Committee Member Ms. Lee Yi-Li inquired the discussion covered the positioning of the position's compensation within the market percentile (PR) range and a comparison with the salary prior to promotion. Committee Member Ms. Chen Shu-Chuan inquired about the sources of the market benchmark data, while Committee Member Mr. Lin Wen-Jeng inquired about the KPIs or KRIs associated with the role. The above questions were answered by Chief Human Resource Officer Mr. Huang Chi-Liang.</p> <p>2. This proposal was passed without objection after the chairman consulted the opinions of the remaining members present, and was</p>	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.

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			submitted to the board of directors for resolution.	