

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 5-04 th 01/18/2023	1.Proposal for the 2023 List of Senior Executives Adapted to the Measures for Remuneration and Bonuses for Senior Managers in the Company.	Nil	CFO left the meeting when deliberation or voting took place of the proposal 1. The proposal was passed by all the members present without objection, and would be submitted to the board of directors for final decision.	The proposal was submitted to the board of directors for discussion. Except that Vice Chairperson Chou Ken-Yu, 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.
	2.Proposal of the Company's 2022 year-end bonus and annual bonus for senior managers.	Nil	CFO left the meeting when deliberation or voting took place of the proposal 1. The proposal was passed by all the members present without objection, and would be submitted to the board of directors for final decision.	The Chairperson Liu Yuan-Chih served as the general manager of the company from January 1, 2022 to June 20, 2022, and Vice Chairperson Chou Ken-Yu, 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.
Session 5-5 th 02/22/2022	1.Proposal of the proportion of employee compensation and directors compensation for the year ended December 31, 2022.	Nil	The Proposals 1-2 were unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final	The proposal 1 was submitted to the board of directors for discussion, approved by all directors present, and the proposal 1 was submitted to the 2023 annual shareholders meeting report.

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	2. Proposal for the provision of short-term performance bonuses in 2022 and the allocation of long-term contribution performance bonuses to authorized chief officers.	Nil	decision.	The proposal 2 was submitted to the board of directors for discussion. Except that Mr. Liu Yuan-Chih, the Chairperson (served as the general manager of the company from January 1, 2022 to June 20, 2022), and Vice Chairperson Chou Ken-Yu, 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.
Session 5-06 th 04/26/2023	1. Proposal of the Company's 2022 directors' remuneration.	Nil	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.	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.
	2. Proposal for the 2022 annual employee compensation of the Company's senior managers.		1. CFO explained that the amount that can be allocated to senior managers is handled and calculated in accordance with the "Employee Compensation	1. Vice Chairperson Chou Ken-Yu, General Manager, Auditor-General and CFO, the authorized chief officers, left the meeting when deliberation or voting took place, the proposal was unanimously

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			<p>Distribution and Shareholding Method", and it should not need to be reviewed by the Remuneration Committee and the amount is not significant. It is recommended that this case can be waived in the future The Remuneration Committee and the Board of Directors are requested to make a resolution.</p> <p>2. CFO left the meeting when deliberation or voting took place of the proposal 2.</p> <p>3. The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision and agreed with CFO's opinion. When the "Employee Remuneration Distribution and Shareholding Method" is revised in the future, it will be proposed for approval.</p>	<p>passed by all participating board members in full.</p> <p>2.The independent director Ms. Lee Yi-Li explained the situation of the Remuneration Committee's resolution on behalf of the Remuneration Committee. Since the amounts distributed to senior managers are handled and calculated in accordance with the "Employee Compensation Distribution and Stock Contribution Measures", there should be no need for additional review by the Remuneration Committee and the amount should not be reviewed by the Remuneration Committee. It is not of significance, so it is recommended that this case be exempted from being submitted to the remuneration committee and the board of directors for resolution in the future, and that the proposal be submitted for review when the "Employee Compensation Distribution and Stock Contribution Measures" are revised in the future.</p> <p>3.Submitted to the board of directors</p>

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				for discussion and unanimously passed by all participating board members in full.
Session 5-7 th 05/30/2023	Proposal for amendments to the company's appointment system and regulations on remuneration of senior executives.	Nil	1. Committee Member Mr. Yen Lou-Yu said that the new method should be able to solve the problems that existed in the past, and it is more flexible and the calculation method is clearer. He affirmed the direction of the revision of this method. Committee Member Mr. Yen Lou-Yu also asked: (1) When explaining and communicating with senior executives about the new measures, what are the main different opinions and considerations expressed; (2) What is the difference between the short-term and long-term KPIs set. The above questions were answered by CFO.	The proposal was submitted to the board of directors for discussion. Except that Vice Chairperson Chou Ken-Yu, 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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			<p>2. CFO left the meeting when deliberation or voting took place of the proposal.</p> <p>3. The Proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.</p>	
Session 5-8 th 07/25/2023	Proposal for the appointment and remuneration of the Company's executives.	Nil	<p>1. Committee Member Mr. Yen Lou-Yu suggested that some of the words in the appointment contract should be revised, and that the number of days that senior managers are exempt from handling affairs every year should be adjusted from the board of directors to the board of directors authorizing the chairman to do so.</p> <p>2. Committee Member Mr. Jhan Hong-Chih asked whether any senior managers have different opinions or ideas on the conversion of "employment relationship" to</p>	The proposal was submitted to the board of directors for discussion. Except that Vice Chairperson Chou Ken-Yu, 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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			<p>"appointment relationship", and Committee Member Mr. Wu Chih-Wei asked about the model of senior managers in the same industry. CFO responded.</p> <p>3. CFO left the meeting when deliberation or voting took place of the proposal.</p> <p>4. The Proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.</p>	
Session 5-9 th 08/30/2023	Proposal of the Company to enact a KPI plan for senior executives.	Nil	1. Committee Member Mr. Wu Chih-Wei asked that the work responsibilities of each senior manager are different, and the long-term performance KPIs of the team in this case are mainly related to the agency business department, and do not include some business units of the group. Therefore, the completeness of these KPIs and whether the relevance is insufficient.	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.

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			<p>The above questions were answered by General Manager Ms. Chen Li-Sin and CFO.</p> <p>2. Committee Member Mr. Yen Lou-Yu said that after explanation, it can be understood that the core business of the company is the agency business department. It is reasonable that the KPI ratio related to the agency business should be relatively high, but some personal KPI ratios should also be included in the planning and design; the new employee conversion rate There is a big gap between the current situation and the target of the two indicators of buying and selling orders per person. Is there any specific action plan?</p> <p>3. The chairperson suggested that each senior manager has different job responsibilities and different areas of influence. The</p>	

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			<p>weight of each KPI can be adjusted to make the formulated KPI more consistent with the company's vision and personal scope.</p> <p>4. The above questions from the Chairperson and Committee Member Mr. Yen Lou-Yu were answered by General Manager Ms. Chen Li-Sin and CFO respectively. This case 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 5-10 th 10/27/2023	Proposal of remuneration plan for the appointment of senior executives.	Nil	The proposal was unanimously passed by all participating Committee members in full without an objection, and submitted to the board of directors for final decision.	Submitted to the board of directors for discussion and unanimously passed by all participating board members in full.
Session 5-11 st 12/27/2023	Proposal for the 2024 List of Senior Executives Adapted to the Measures for Remuneration and Bonuses for Senior	Nil	The proposal was unanimously passed by all participating Committee members in full without an	The proposal was submitted to the board of directors for discussion. Except that Chairperson Chou Ken-Yu, Director Chen Li-Sin, Auditor-

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	Managers in the Company.		objection, and submitted to the board of directors for final decision.	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.