

Operations of Remuneration Committee

- (1) The Company has a Remuneration Committee composed of four members.
- (2) The term of current Remuneration Committee: August 24, 2021 to August 23, 2024. The most recent year, 2022 and as of 及 March 2023, three meetings were convened (A). The Committee members' attendance status is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Neng-Pai Lin	3	0	100	Re-elected
Committee Member	Nelson Lee	3	0	100	Re-elected
Committee Member	Kelvin Lee	3	0	100	Newly elected
Committee Member	Stan Hu	3	0	100	Re-elected

Other mentionable items:

- If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the proposal, resolution by the board of directors, and the Company's response to the remuneration committee's opinion: None.
- Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the proposal, all members' opinions and the response to members' opinion should be specified: None.

Note: The board of directors of the Company appointed independent directors Neng-Pai Lin, Nelson Lee, Kelvin Lee, and Stan Hu as members of the remuneration committee on August 24, 2021, and convened Neng-Pai Lin as convener. The terms of reference of the Remuneration Committee of this session have been revealed on section "3. Duty".

- (3) Discussion from the Remuneration Committee, resolutions, and ways the Company handled opinions from committee members:

Date	Session	Content of proposals	Resolutions and implementation	Company's response
March 8, 2022	1st Remuneration Committee in 2022	A. Remuneration of employees and directors, 2021	All Remuneration Committee Members presented at the meeting agreed on NT\$10,716,685 for directors and NT\$142,889,138 for employees, all in cash, and submitted to Audit Committee for resolution.	The submission to the board of directors is unanimously approved by all present directors and independent directors.
		B. Discussion and approval of proposal for the bonus distribution of directors' and managers 2021	All Remuneration Committee Members presented at the meeting agreed without objection and submitted to Audit Committee for resolution.	The submission to the board of directors is unanimously approved by all present directors and independent directors.
November 3, 2022	2nd Remuneration Committee in 2022	A. Implementation report of managers' remuneration	All Remuneration Committee Members presented at the meeting agreed without objection.	Approved by all directors.

Date	Session	Content of proposals	Resolutions and implementation	Company's response
March 7, 2023	1st Remuneration Committee in 2023	A. Remuneration of employees and directors, 2022	All Remuneration Committee Members presented at the meeting agreed on NT\$10,520,453 for directors and NT\$140,272,701 for employees, all in cash, and submitted to Audit Committee for resolution.	The submission to the board of directors is unanimously approved by all present directors and independent directors.
		B. Discussion and approval of proposal for the bonus distribution of directors' and managers 2022	All Remuneration Committee Members presented at the meeting agreed without objection and submitted to Audit Committee for resolution.	The submission to the board of directors is unanimously approved by all present directors and independent directors.

(4) Professional qualifications and independence status of the Company's Remuneration Committee members are listed in the table below.

Title	Name	Qualification	Professional knowledge and skills	Independence	Number of other public companies where the Director concurrently serves as an Independent Director
Independent Director (Convener)	Neng-Pai Lin		Professor Lin was previously a chairman of Taiwan Sugar Corp. and Taiwan Power, and former Dean of Management Dept. National Taiwan University. He possesses financial, business management as well as corporate governance experience. Furthermore, he is a Professor in a department of finance, accounting, or other academic department or the business sector of the Company in a public or private junior college, college or university, and possesses five or more years of work experience required for the Company's business.	<ol style="list-style-type: none"> Not an employee, a director or supervisor of the Company or any of its affiliates of the Company; including independent director himself/herself, spouses or second degree of kinship. Not holding shares of the Company including independent director himself/herself, spouses, second degree of kinship or held by the person under others' names. During the two years before being elected or during the term of office, an independent director of a public Company may not have been or be any of the following: <ul style="list-style-type: none"> (1) A director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the Company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the Company under Article 27, paragraph 1 or 2 of the Company Act. ° 	2
Independent Director	Kelvin Lee		Kelvin Lee was as an Executive director of Taiwan R&D Manager Association; Kelvin has a Certificate of Professional Engineer Certificate from Ministry of Economic Affairs. He was Vice President of R&D, CTR in Qisda. He successfully established Acer Display Technology, Inc., and worked as Vice President of R&D in Acer Display. After Acer Display merged with Unipac Optoelectronics and became AU Optronics Corp., he worked as CTO in Qisda. He has a great deal of experience in optoelectronics industry for more than 30 years, is familiar with the industry and market trend, and possesses five or more years of work experience required for the Company's business.		None

Qualification		Professional knowledge and skills	Independence	Number of other public companies where the Director concurrently serves as an Independent Director
Title	Name			
Independent Director	Nelson Lee	Nelson is present chairman of Treegarden Corp. and Taiwan Biochar Industry Organization. As a manager in multinational Company, and president and chairman in technology Company, he took charge of international business in the past. Currently, he dedicates to tree industry, introduces foreign practices and arborist system, and helps to enact and implement Tree Protection Chapter of Forestry Act. Moreover, he possesses five or more years of work experience required for the Company's business.	(2) If a majority of the Company's director seats or voting shares and those of any other Company are controlled by the same person: a director, supervisor, or employee of that other Company. (3) If the chairperson, general manager, or person holding an equivalent position of the Company and a person in any of those positions at another company or institution are the same person or are spouses: a director (or governor), supervisor, or employee of that other company or institution.	None
Independent Director	Stan Hu	Stan is CPA in Yangtze CPAs and director in NACVA Taiwan. Stan, an instructor in Chaoyang University of Technology and Tunghai University, has both CPA Certifications in Republic of China and the USA, and possesses five or more years of work experience required for the Company's business.	(4) A director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified Company or institution that has a financial or business relationship with the Company. 4.A professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, Company, or institution that, do not provide any commercial, legal, financial, accounting or related services to the Company or any affiliate of the Company in recent 2 years.	None

Note : All directors of Company are not under conditions defined in Article 30 of the Company Act.