

## The Remuneration Committee in 2022

### Remuneration Committee members

As of March 30, 2023

Title (Note)	Name	Criteria Professional Qualifications and Experience (Note)	Independence Status (Note)	Number of Other Public Companies in Which the Individual is Concurrently Serving in the Remuneration Committee
Independent Director (Convener)	CHEN, HONG SO (Hilo Chen)	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	4
Independent Director	LO, JUI-LIN	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	2
Independent Director	HO, CHUN- SHENG	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	0

Note 1: Please describe the seniority, professional qualifications, experience and independence of individual Remuneration Committee members. For independent directors, please refer to “Background of directors” for details. For title, please fill in independent director or others. (Please identify the convener where appropriate.)

## Operation of the Remuneration Committee in 2022

Three independent directors were elected as the Remuneration Committee members on August 6, 2021.

Tenure: August 6, 2021 to July 7, 2024.

The Remuneration Committee held two meetings (A) in 2022. Eligibility and attendance of members are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Note)	Remarks
Convener	CHEN, HONG SO (Hilo Chen)	2	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration
Committee member	HO, CHUN-SHENG	2	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration
Committee member	LO, JUI-LIN	2	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration

Other remarks:

1. In the event where the Remuneration Committee's recommendation is rejected or amended in a Board meeting, please specify the date and session of the Board meeting, content of motions, resolutions of the Board, and actions taken by the Company regarding the Committee's opinions (e.g., describe the differences and reasons shall the Board approve a package that is more favorable than the one proposed by the Remuneration Committee): None.
2. Where Committee members express objection or reservation, either by recorded statement or in writing, concerning resolutions of the Committee, the date and session of the Committee meeting, content of motions, opinions of all members and actions taken regarding the opinions shall be specified: None.

3. Major resolutions of the Remuneration Committee:

Date	Session	Content of Motions	Committee Resolutions
2022.03.17	2nd meeting of the 5th term	1. Formulation of the “Enforcement Rules for Management of Compensation to Directors, Members of Functional Committees and Managers”	Approved
		2. 2021 remuneration to directors	Approved
		3. 2021 employee compensation to managers	Approved
2022.10.28	3rd meeting of the 5th term	1. Formulation of “2022 Employee Share Subscription for Cash Capital Increase”	Approved
		2. Allocation of employee share options to managers	Approved
		3. Distribution principle of 2022 year-end bonus and the amount to managers	Approved

Note:

- (1) The date of resignation shall be specified in the remarks column for Committee members who had resigned prior to the end of the financial year. The percentage of actual attendance (%) would be calculated based on the number of Committee meetings held and the number of actual attendances during the period of employment.
- (2) If a re-election of Committee members had taken place prior to the end of the financial year, both the current and former Committee members shall be listed and identified in the remarks column along with the date of re-election. The percentage of actual attendance (%) would be calculated based on the number of Remuneration Committee meetings held and the number of actual attendances during the period of service at the position.