

	Communication content	Handing and implementation results	The Company's handing of the Remuneration Committee review opinions
2022.03.25 8th meeting of the 4th board	1. Proposal for the 2021 performance evaluation of managers and the board of directors.	Adopt the plan and submit it to the board of directors.	The board was informed
	2. Proposal for the distribution of remuneration to employees and directors for 2021.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2022.06.17 1th meeting of the 5th board	The new remuneration committee members elect the convener and chairman from each other.	Passed as proposed.	Implement according to the content of the resolution.
2022.08.09 2th meeting of the 5th board	1. Amendment to the "Employee Share Repurchase and Transfer Regulations."	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
	2. Proposal for the transfer of treasury shares to managers.		
2022.11.08 3th meeting of the 5th board	Only reported matters, no discussion matters.		
2022.12.15 4th meeting of the 5th board	1. The company manager submits a proposal. °	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
	2. Earnings distribution and executive compensation among U.S. subsidiary managers.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2023.03.24 5th meeting of the 5th board	1. The 2022 performance evaluation of the members of the board of directors, managers, and the Remuneration Committee.	Adopt the plan and submit it to the board of directors.	The board was informed
	2. Proposal for the distribution of remuneration to employees and directors for 2022.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
	3. Report to the corporate governance officer.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.

	4. Regulations Governing the Remuneration of Directors and Managerial Officers.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2023.05.09 6th meeting of the 5th board	1. Establishment of the "Regulations Governing the Remuneration and Remuneration of Directors" and the "Regulations Governing the Salary and Remuneration of Managerial Officers"	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
	2. Promotion of Vice President, Shih, Chung-Nan.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2024.03.11 7th meeting of the 5th board	1. Proposal for the distribution of remuneration to employees and directors for 2023.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2024.05.08 8th meeting of the 5th board	1. 2024 manager report case.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
	2. 2023 Directors' Remuneration Distribution and Managers' Remuneration and Dividends Case	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2025.03.07 9th meeting of the 5th board	1. The 2024 performance evaluation of the members of the board of directors, managers, and the Remuneration Committee.	Adopt the plan and submit it to the board of directors.	The board was informed
	2. Proposal for the distribution of remuneration to employees and directors for 2024.	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.
2025.05.09 10th meeting of the 5th board	1. 2024 Directors' Remuneration Distribution and Managers' Remuneration and Dividends Case	All members present agreed to approve the proposal and submit it to the board of directors for resolution.	The resolution of the board of directors was approved as written.