

## Implementation Status of the Compensation Committee

- (a) The Company's Compensation Committee consists of three members.
- (b) The term of office of the fifth term of committee members was from August 11, 2021 to August 10, 2024. The Compensation Committee held 2 meetings (A) in the most recent year and details of committee members' qualification and attendance status are as follows:

Job Title	Name	Attendance in Person (B)	Number of Attendances by Proxy	Actual Attendance Rate (%) (B/A) (Note)	Remarks
Member /Convener	Chang, Jun-En	2	0	100%	Consecutive term of office and elected to be the Convener on 2021/08/11.
Member	Pai, Pei-Lin	2	0	100%	Consecutive term of office on 2021/08/11.
Member	Chen, Yu-Hsuan	2	0	100%	New Assumption of Position on 2021/08/11.

Note: The attendance rate (%) should be calculated based on the number of compensation committee meetings held and the number they attended in person during the period they were on the committee.

Other matters required to be recorded:

- In the event where the Compensation Committee's proposal is rejected or amended in a Board of Directors meeting, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the Company handled the Compensation Committee's proposals: None.
- In the case any member objects or expresses qualified opinions to the resolution made by the Compensation Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the agenda, all members' opinions, and how their opinions were addressed: None.
- Scope of Authority of this Committee:
  - Periodic review the Compensation Committee Charter and proposal of revision recommendations.
  - Establish and periodically review the performance evaluation of the annual and long-term performance goals of the Directors and managerial officers of the Company as well as the policy, system, standard, and structure for the compensation.
  - Periodically evaluate the performance goal achievement status of the Directors and managerial officers of the Company, and establish the individual compensation content and amount.
- 2023 Compensation Committee

Meeting Date	Proposals	Resolutions and the Company's responses to directors' opinions
2023/03/22 (2023 1 <sup>st</sup> Meeting)	Proposal of 2022 Compensation of Directors and Employees' Compensation of the Company.	All attended member passed the proposal without objection
2023/11/22 (2023 2 <sup>nd</sup> Meeting)	a. Proposal for Managers and Directors with Employee Status to subscribe for the 2023 Cash Capital Increase b. Proposal for the 2024 Compensation of Directors and Managerial Officers of the Company.	