

2024 Operation of the Remuneration Committee

The remuneration committee convened 6 (A) meetings in the most recent year (2024), and the attendance of the committee members is as follows:

Title	Name	Number of Actual Attendance (B)	Number of Attendance by proxy	Actual Attendance Rate (%) (B/A)	Remarks
Convener	Kuang Si Shiu	6	0	100	
Member	Ming Ling Hsueh	6	0	100	
Member	Hsing Yi Chow	6	0	100	
Member	Sheau Wen Yang	6	0	100	

Other items which should be recorded:

1. In cases where the board of directors does not adopt or amend the proposal by the remuneration committee, the minutes concerned shall clearly state the meeting date of the board of directors, term, contents of motions, resolutions, and the Company's handling of the remuneration committee's opinions (such as in cases where the remuneration approved by the board is greater than that which is proposed by the committee, then the difference and the reason for the difference shall be stated): None.
2. For resolutions reached by the remuneration committee, if there were any objections or reservations expressed by committee members and were recorded in the minutes or in written statements, the minutes concerned shall state clearly the meeting date of the remuneration committee, term, contents of motions, opinions of all members and actions taken on these opinions: None.

Recent (2024) annual motion content and results:

Remuneration Committee Meeting	Motions for Discussion	Resolution
10th meeting of the 9th term - January 31, 2024	<ol style="list-style-type: none"> 1. The group performance bonus rights of the chairperson 2. The group performance bonus rights of managerial officers 	Remuneration Committee: The relevant motions were passed with the consent of all members present, and were all submitted to
11th meeting of the 9th term - March 11, 2024	<ol style="list-style-type: none"> 1. The allocation of remuneration to employees 2. The allocation of remuneration to the directors of the board 	
12th meeting of the 9th term - April 24, 2024	<ol style="list-style-type: none"> 1. Performance evaluation of the directors of the board and supervisors of the Company's direct subsidiaries and reinvestment business 2. Managerial officers' appointment approval 	

Remuneration Committee Meeting	Motions for Discussion	Resolution
13th meeting of the 9th term – June 18, 2024	<ol style="list-style-type: none"> 1. The motion to regularly evaluate and set the remuneration of managerial officers 2. The motion to establish and review the policies, systems, standards, and structures for performance evaluation and remuneration of managerial officers 3. Managerial officers’ promotion and salary adjustment 4. The motion for the dispensing of remuneration to the directors of the board (excluding independent directors) 5. The motion for the dispensing of remuneration to the directors of the board and supervisors of investment business appointed by the Company 6. The motion for the allocation of employee remuneration to managerial officers 7. The motion to establish the standards for remuneration of independent directors 8. Amendments to the shareholding rules for senior management 	<p>the board of directors for report or resolution.</p> <p>Board of Directors: Approved with the consent of all directors present.</p>
14th meeting of the 9th term – October 15, 2024	Amendments to the method of payment of appointment compensation	
15th meeting of the 9th term – November 19, 2024	Amendments to the performance evaluation measures of the board of directors and functional committees	