

Resolution of Remuneration Committee Meeting

Date	Attendance Situation	Main Points of Discussion	Resolution
2020/1/17	All members attended	<ul style="list-style-type: none"> • Review the revised “Remuneration Committee Charter.” • Review the 2019 evaluation of the performance of executives. • Review the 2019 performance bonus distribution to management officer and internal chief auditor. 	Passed by a unanimous vote
2020/2/24	All members attended	<ul style="list-style-type: none"> • Review the 2019 remuneration distribution to directors and employees. • Review the salary of the company's new President. • Review the employee's 2020 compensation policy. • Review the proportion to the appropriation of employees’ and directors' bonus in 2020. 	Passed by a unanimous vote
2020/5/4	All members attended	<ul style="list-style-type: none"> • Review the annual salary adjustment of the company's managers. • Review the salary of the company's new manager. 	Passed by a unanimous vote
2020/11/6	All members attended	<ul style="list-style-type: none"> • Review the 2019 distribution of employees’ remuneration for management officers. 	Passed by a unanimous vote
2021/2/5	All members attended	<ul style="list-style-type: none"> • Review the revised “Remuneration Committee Charter.” • Review the 2020 evaluation of the performance of executives. • Review the 2020 performance bonus distribution to management officer and internal chief auditor. 	Passed by a unanimous vote
2021/2/22	All members attended	<ul style="list-style-type: none"> • Review the 2020 remuneration distribution to directors and employees. • Review the employee's 2021 compensation policy. • Review the proportion to the appropriation of employees’ and directors' bonus in 2021. 	Passed by a unanimous vote
2021/5/5	All members attended	<ul style="list-style-type: none"> • Review the annual salary adjustment of the company's managers and internal chief auditor. 	Passed by a unanimous vote
2021/11/2	All members attended	<ul style="list-style-type: none"> • Review to approve the 2020 distribution of employees’ remuneration for managers and internal chief auditor. 	Passed by a unanimous vote
2022/1/22	All members attended	<ul style="list-style-type: none"> • Review 2021 performance evaluation of executive officers. • Review the distribution of 2021 performance bonus to executive officers and internal chief auditor. 	Passed by a unanimous vote
2022/2/23	All members attended	<ul style="list-style-type: none"> • Review the 2021 remuneration distribution to directors and employees. • Review the proposal of 2022 employees’ salary adjustment. • Review the proportion to the appropriation of employees’ and directors' bonus in 2022. 	Passed by a unanimous vote
2022/5/3	All members attended	<ul style="list-style-type: none"> • Review the result of 2022 employees’ salary adjustment. • Review the 2022 salary adjustment proposal of executive officers and internal chief auditor. • Review the amendment of the “Remuneration Committee Charter.” 	Passed by a unanimous vote

Date	Attendance Situation	Main Points of Discussion	Resolution
2022/8/2	All members attended	<ul style="list-style-type: none"> • Review the proposal of 2021 dividends to executive officers and internal chief auditor. • Review the amendment of the “Regulations governing remuneration paid to directors and Committee.” 	Passed by a unanimous vote
2023/1/17	All members attended	<ul style="list-style-type: none"> • Review 2022 performance evaluation of executive officers. • Review the distribution of 2022 performance bonus to executive officers and internal chief auditor. 	Passed by a unanimous vote
2023/2/21	All members attended	<ul style="list-style-type: none"> • Review the 2022 remuneration distribution to directors and employees. • Review the proposal of 2023 employees’ salary adjustment. • Review the proportion to the appropriation of employees’ and directors' bonus in 2023. 	Passed by a unanimous vote
2023/8/7	All members attended	<ul style="list-style-type: none"> • Review the proposal of 2022 dividends to executive officers and internal chief auditor. • Establishment of the "Operation Guidelines for the Release of Shares Held in Rayzher in 2023" and the Allocation of Subscription Shares to executive officers and internal chief auditor. 	Passed by a unanimous vote
2024/1/23	All members attended	<ul style="list-style-type: none"> • Review 2023 performance evaluation of executive officers. • Review the distribution of 2023 performance bonus to executive officers and internal chief auditor 	Passed by a unanimous vote
2024/2/20	All members attended	<ul style="list-style-type: none"> • Review the 2023 remuneration distribution to directors and employees. • Review the proposal of 2024 employees’ salary adjustment. • Review the proportion to the appropriation of employees’ and directors' bonus in 2024. 	Passed by a unanimous vote
2024/5/7	All members attended	<ul style="list-style-type: none"> • Review of the results and explanation of the 2024 Employee Salary Adjustment. • Review the salary adjustment proposal of executive officers and internal chief auditor. • Review of the proposal for the implementation of the Employee Welfare Trust, including the participation of managers and audit supervisors in the Employee Welfare Trust contribution bonus. 	Passed by a unanimous vote
2024/8/6	All members attended	<ul style="list-style-type: none"> • Review the proposal of 2023 dividends to executive officers and internal chief auditor. 	Passed by a unanimous vote