Resolution of Remuneration Committee Meeting

Date	Attendance Situation	Main Points of Discussion	Resolution
2020/1/17	All members attended	● 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	● 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	● 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	● Review the 2019 distribution of employees’ remuneration for management officers.	Passed by a unanimous vote
2021/2/5	All members attended	● 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	● 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	● 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	● 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	● 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	● 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	● 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

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2022/8/2	All members attended	● 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	● 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	● 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	● 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	● 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	● 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	● 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	● Review the proposal of 2023 dividends to executive officers and internal chief auditor.	Passed by a unanimous vote
2025/1/18	All members attended	● Review 2024 performance evaluation of executive officers. ● Review the distribution of 2024 performance bonus to executive officers and internal chief auditor	Passed by a unanimous vote
2025/2/25	All members attended	● Review the 2024 remuneration distribution to directors and employees. ● Review the proposal of 2025 employees’ salary adjustment. ● Review the proportion to the appropriation of employees’ and directors' bonus in 2025.	Passed by a unanimous vote
2025/8/5	All members attended	● Review the determination of the scope of the grassroots employees. ● Review the 2024 distribution of employees’ remuneration for managers and internal chief auditor. ● Review the 2024 distribution of employee’ remuneration for the Company’s grassroots employees.	Passed by a unanimous vote