

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