

Remuneration Committee meeting information

The information of 2023 salary and remuneration reviewed and evaluated by Remuneration Committee are as follows :

board date	Board of Directors term	Motion name	Salary and Compensation Committee	Salary and Remuneration Committee	Salary and Remuneration Committee Resolution Results	The company's handling of the opinions of the	Board resolution results
112/1/18	9-34	Report of 2022 Evaluation Result of Board of Director	112/1/16	9-32	Acknowledged by Remuneration Committee.	none	Acknowledged by Board of Directors.
112/1/18	9-34	Distribution suggestions for 2022 employee remuneration	112/1/16	9-32	Approved by all Remuneration Committee members in attendance.	none	Approved by all directors in attendance.
112/1/18	9-34	Distribution suggestions for 2022 operating performance (incentive) bonus	112/1/16	9-32	After discussion by the members present, the case was approved and submitted to the board of directors for review; the proposing unit was also requested to refer to the opinions put forward by the members present.	none	After discussion by the directors present, the proposal was revised and approved; the proposing unit is also requested to refer to the opinions raised by the directors present, study the specific system for linking operating performance (incentive) bonuses and operating performance results, and submit the operating performance (incentive) bonus for the next year to the board of directors. Before making any proposals for the allocation of incentive bonuses, the results of the relevant specific system studies will be submitted to the Board of Directors for review.
112/1/18	9-34	Proposal of the salary adjustments for 2023	112/1/16	9-32	After discussion by the members present, the case was approved and submitted to the board of directors for review; the proposing unit was also requested to refer to the opinions put forward by the members present.	none	After discussion by the directors present, the proposing unit is requested to reconsider the case with reference to the opinions put forward by the directors present and communicate as necessary before submitting it to the board of directors for deliberation. In addition, Director Pan Qinghong expressed his objections (details are as shown in the summary of the speech), which was included in the minutes of the meeting.
112/1/18	9-34	Distribution suggestions for 2022 director remuneration	112/1/16	9-32	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	After the chairman consulted and all the directors present had no objections, the case was passed accordingly.
112/1/18	9-34	Implementation status of Remuneration Committee in 2022	112/1/16	9-32	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/2/22	9-35	Report of 2022 remuneration distribution of directors and employees	112/2/20	9-33	The case was discussed and a report was submitted to the board of directors.	none	Informed about this case.
112/3/15	9-36	Results of manager performance evaluations for 2022	112/3/13	9-34	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/3/15	9-36	Suggestions of 2023 annual salary increase plan	121/3/13	9-34	After discussion by the members present, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/5/10	9-38	Suggestions on the distribution of performance (incentive) bonuses for managers of the Company in 2022	112/5/8	9-36	After discussion by the members present, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
-	-	Election of convener of 10th Remuneration Committee	112/6/16	10-1	The independent director Kenneth Huang-Chuan Chiu was elected by the remuneration committee members as the convener of the remuneration committee of the 10th board of directors of the Corporation.	not applicable	-
112/6/20	10/3	Special Report on the Salary Survey of Senior Positions in the External Market	112/6/16	10-1	The case was discussed, a report was submitted to the board of directors, and the proposing unit was asked to refer to the opinions raised by the attending members.	none	Acknowledged by Board of Directors.
112/6/20	10-3	Proposal of remuneration standard for 10th Board of Directors	112/6/16	10-1	After the chairman consulted all the members present and there were no objections, this case was not discussed except for the fixed remuneration of the independent directors because it involved the interests of the independent directors of the committee, and was directly submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/10/18	10-6	Formulation of Remuneration Committee work plans for 2024	112/10/17	10-3	After discussion by the members present, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/12/13	10-8	Changes and appointment recommendations for the head of the board secretariat and corporate governance	112/12/12	10-5	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.
112/12/13	10-8	Changes and assignment suggestions for the head of audit office	112/12/12	10-5	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	After discussion by the directors present, the case was approved as proposed; and the proposing unit was requested to refer to the opinions put forward by the directors present.
112/12/13	10-8	Suggestions of 2024 annual salary increase plan	112/12/12	10-5	After discussion by the members present, the case was approved and submitted to the board of directors for review.	none	After discussion by the directors present, the case was approved as proposed; and the sponsoring unit was requested to amend the second point of the brief summary of the case in accordance with the opinions raised by the directors present and delete the wording "budget scope."

112/12/13	10-8	Suggestions of 2023 bonus distribution plan	112/12/12	10-5	After discussion by the attending members, this case is within the overall bonus amount to be approved by the board of directors in January next year. It is agreed to amend and supplement the briefing content proposed by the proposing unit and submit it to the board of directors for review. The proposing unit is also requested to discuss and discuss at the pre-conference meeting based on the opinions of the attending members. The response statement supplements the content of the proposal, deletes all the text of the summary on page 12 of the briefing, and sends it to the board of directors for review.	none	After discussion by the directors present, the case is within the overall bonus amount to be approved by the board of directors in January next year. It is agreed that the pre-trial conclusion of the Salary and Remuneration Committee will be followed and the content of the briefing will be revised and supplemented according to the proposal unit. The proposal unit is also requested to refer to the opinions put forward by the directors present. .
112/12/13	10-8	Suggestions regarding performance goals for managers in 2023	112/12/12	10-5	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	none	Approved by all directors in attendance.