

Remuneration Committee meeting information

The information of 2024 salary and remuneration reviewed and evaluated by Remuneration Committee are as follows :

board date	Board of Directors term	Motion name	Salary and Compensation Committee Date	Salary and Remuneration Committee term (term-	Salary and Remuneration Committee Resolution Results	The company's handling of the opinions of the salary and remuneration committee	Board resolution results
2024/1/17	10-9	Report of 2023 Evaluation Result of Board of Director	113/1/16	10-6	The case was reported to the Board of Directors.	Approved by the Board.	Acknowledged by Board of Directors.
2024/1/17	10-9	Distribution suggestions for 2023 employee remuneration	113/1/16	10-6	Approved by all Remuneration Committee members in attendance and submitted to the Board for deliberation.	Approved by the Board.	The proposal was approved.
2024/1/17	10-9	Suggestions regarding distributions of overall bonuses, annual bouns and performance bonuses for 2023	113/1/16	10-6	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.	Approved by the Board.	After the discussion of the directors present, the "112 Annual Bonus, Year-end Bonus and Operational Performance (Incentive) Bonus Allocation Proposal" was passed as planned; In addition, regarding the specific distribution of the bonus amount linked to the individual performance appraisal results of managers and employees, the proposer is requested to carefully consider the opinions raised by the members present at the meeting, and submit a separate case to the board of directors for consideration before the distribution. In addition, Director Cheng-Chung Young expressed his qualified opinion with conditional consent (please refer to the summary of the speech) and included it in the minutes of the meeting.
2024/1/17	10-9	Suggestions for issuance of on-duty compensation payments for specific cultural vacations in 2024.	113/1/16	10-6	After discussion by the members present, it was agreed in principle that the 113 project would issue a "Attendance allowance during specific cultural vacations" for a total of six days, with a daily allowance of NT\$500, but the relevant payment items, payment mechanisms and payment timing and other matters the proposing unit was also requested to refer to the opinions put forward by the members present.	Approved by the Board.	After the discussion of the directors present, the present case was agreed in principle and amended to read: "incentive payment", and the time and method of payment were as follows: "the payment shall be settled before the end of the current year by demerit points or demerit points". In addition, the management department is authorized to adjust the alternative payment items such as the name, timing and method of payment according to the actual mediation situation with the enterprise trade union, and reach mediation with the enterprise labor union in accordance with the comprehensive consideration of the board of directors. In addition, Director Cheng-Chung Young expressed the reservation that the case should be postponed and the feasible plan should be separately evaluated (see the summary of the speech), which will be included in the minutes of the meeting.
2024/1/17	10-9	Distribution suggestions for 2023 director remuneration	113/1/16	10-6	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.
2024/1/17	10-9	Implementation status of Remuneration Committee in 2023	113/1/16	10-6	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.

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2024/3/13	10-11	Results of manager performance evaluations for 2023	113/3/11	10-8	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved and submitted to the Board for deliberation. The proposing unit was requested to handle the proposal in accordance with the suggestions provided by committee members in attendance.
2024/3/13	10-11	Recommendation for salary adjustment following promotion of the board secretariat and corporate governance	113/3/11	10-8	After discussion by the members present, the proposed part of the proposed grade promotion was amended to grade 11 and the proposed salary after promotion was amended to the second range of the Company's salary scale from grade 11 (between the 25th percentile salary and the midpoint salary), which was passed and submitted to the Board of Directors for deliberation.	Approved by the Board.	The proposal was approved.
2024/3/13	10-11	Recommendation for salary adjustment following promotion of the head of the audit office	113/3/11	10-8	After discussion by the members present, the proposed part of the proposed grade promotion was amended to grade 11 and the proposed salary after promotion was amended to the second range of the Company's salary scale from grade 11 (between the 25th percentile salary and the midpoint salary), which was passed and submitted to the Board of Directors for deliberation.	Approved by the Board.	The proposal was approved.
2024/5/8	10-13	Suggestions on the distribution of performance (incentive) bonuses for managers of the Company in 2023	113/5/6	10-9	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.	Approved by the Board.	Following discussion by directors in attendance, the proposal was approved; In addition, the proposing unit was also requested to consider the distribution ratio of performance evaluation when handling performance (incentive) bonus matters in the future, and return the company's performance (incentive) bonus distribution system to be handled according to performance differentiation, so as to achieve the purpose of motivating, retaining and attracting outstanding talents in this case.
2024/8/7	10-16	Proposal on the principle for issuance of shift duty allowance	113/8/5	10-11	After discussion by the members present, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.
2024/8/7	10-16	Suggestions for Increase the Company's benefit disbursement ratio	113/8/5	10-11	After discussion by the members present, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.
2024/9/11	10-17	Suggestions to Increase the Employee Benefits: "Maternity, Child-rearing, and Education Allowances"	113/9/9	10-12	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.	Approved by the Board.	The proposal was approved.
2024/10/9	10-18	Special Report on the Salary Survey of Senior Positions in the External Market	113/10/8	10-13	The proposal was acknowledged by all committee members in attendance, and submitted to the Board for review. The proposing unit was requested to handle the proposal in accordance with the suggestions provided by committee members in attendance.	Approved by the Board.	Acknowledged by all directors in attendance.

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2024/10/9	10-18	Formulation of Remuneration Committee work plans for 2025	113/10/8	10-13	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	After discussion by the directors present, the case was approved as proposed.
2024/12/11	10-20	Proposal on the principle of issuance of incentive funds on a specified date	113/12/9	10-14	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.
2024/12/11	10-20	Suggestions of annual bonus distribution plan	113/12/9	10-14	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	After the discussion of the directors present, the date of issuance of the "operating incentive fund" in this case was authorized to be implemented after the approval of the chairman of the board, and the remaining case was approved; In addition, the proposer is requested to refer to the opinions of the directors present.
2024/12/11	10-20	Suggestions regarding performance goals for managers in 2025	113/12/9	10-14	After the chairman consulted and all members present had no objections, the case was approved and submitted to the board of directors for review.	Approved by the Board.	The proposal was approved.