

Operation of the Remuneration Committee in 2023

In 2023, the Remuneration Committee met 3 times, with an average attendance rate of 100%, and the attendance of members was as follows:

Job title	Name	Actual number of attendances	Number of delegated attendances	Actual Attendance Rate (%)
convener	WU TSENG FENG	3	0	100%
commissioner	TAI KUO MING	3	0	100%
commissioner	YU WEI PIN	3	0	100%

Terms of Reference of the Remuneration Committee

1. Formulate and regularly review the policies, systems, standards and structures for performance evaluation and remuneration of directors, supervisors and managers.
2. Regularly evaluate and determine the remuneration of directors, supervisors and managers.

Information on the Remuneration Committee Meeting

In 2023, the Remuneration Committee met 3 times, and the meeting information is as follows:

Date of meeting	The content of the motion	The results of the resolution of the Remuneration Committee and the Company's handling of the opinions of the Remuneration Committee
5th session, 2nd meeting (2023/1/13)	Reviewed and revised the company's business performance bonus measures.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Reviewed the case of Mr. Cheng Chen Hai 's application for settlement of the old system from the Manager's Business Office.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Reviewed the 2022 year bonus case for managers.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
5th session, 3rd meeting (2023/3/22)	Reviewed the company's change of duty allowance.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors

		present.
	To deliberate on the company's personnel change proposals.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
5th session, 4th meeting (2023/8/9)	Reviewed the 2022 performance evaluation of directors and managers, and the implementation of remuneration and remuneration.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Reviewed the policies, systems, standards, and structure of remuneration and remuneration, as well as the remuneration of directors and managers and the monthly performance bonus of managers.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Reviewed the case of Mr. Lee Wei Hsin's application for settlement of the old system from the manager's manufacturing department.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Consideration of the 2023 manager salary adjustment proposal.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.
	Deliberation on the provision of the chairman's car allocation case.	All the members present agreed to pass the bill as planned, It shall be submitted to the Board of Directors for approval by all directors present.