

1. Organization of Compensation Committee

The members of the committee shall exercise the care of a good manager, faithfully perform the following duties, be responsible to the Board of Directors, and submit their proposals to the Board of Directors for discussion.

(1) Establish and regularly review policies, systems, standards, and structures for the evaluation of directors and executives' performance and compensation.

(2) Regularly evaluate and determine the compensation of directors and executives.

- The Compensation Committee of the Company was established on May 30, 2022, with three members.
- The (second-term) committee member's term of office is from May 30, 2022, to May 29, 2025.

2. Disclosure of independent directors' list, professional qualifications, and independence information

Name	Condition	Professional qualifications and experience	Information on the independence of independent directors	Number of independent directors concurrently serving as other public offering companies
Independent Director: Zhang Rong Ming (Note 2)		Master of Accounting, University of Oklahoma (City), USA Certified Public Accountant of Qinye Zhongxin United Accounting Firm	1. Whether the undersigned, their spouse, or relatives within the second degree of kinship are serving as directors, supervisors, or employees of the Company or its affiliated enterprises: No. 2. The number and proportion of the Company's shares held by the undersigned, their spouse, or relatives within the second degree of kinship (or in	3
Independent Director: Xue Rong Sheng (Note 2)		MBA from the University of Leicester, UK TSMC director Consultant of United Renewable Energy Co., Ltd.		-

<p>Independent Director: Guo Zi Hong (Note2)</p>	<p>Ph.D. in Business Administration, Taipei University Assistant Professor, Department of Business Administration, Kai Nan University Lecturer, Department of Business Administration, Te-Ling Institute of Technology Manager, Chunghwa Creation Investment Co., Ltd. Chairman, Dataguru Co., Ltd. Manager, E-commerce Department, Solomon Technology Corp. Officer, Information Technology Division, Institute for Information Industry Assistant Professor, Department of Marketing and Distribution Management, Pingtung University</p>	<p>the name of others): None.</p> <p>3. Whether the undersigned is serving as a director, supervisor, or employee of any company that has a specific relationship with the Company: No.</p> <p>4. The amount of remuneration received from providing business, legal, financial, accounting, or other services to the Company or its affiliated enterprises in the past 2 years: None.</p>	<p>-</p>
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Note1 : None of the circumstances specified in Article 30 of the Company Law .

Note2 : Concurrently serves as a member of the Remuneration Committee, Audit Committee, and Integrity Management Committee.

3. Annual Work Focus of the Compensation Committee

The function of our company's compensation committee is to evaluate the compensation policies and systems for the directors and managers of our company in a professional and objective manner. The committee holds at least two meetings per year and may convene meetings as necessary to provide suggestions to the board of directors for decision-making reference. The committee also regularly reviews the performance of our company's directors and managers and the policies regarding their compensation.

4. The recent meetings, reviews, and evaluations of the compensation committee of our company regarding the compensation information are as follows :

Date	Terms	Agenda Items	Resolution
2022.03.14	The 8th meeting of the 1st session of the Remuneration Committee.	The distribution plan for employee and director compensation for 2021 .	Approved with no objections from the attending committee members.
2022.04.19	The 9th meeting of the 1st session of the Remuneration Committee.	Company personnel change proposal	Approved with no objections from the attending committee members.
2022.12.26	The 1st meeting of the 2nd session of the Remuneration Committee.	<ol style="list-style-type: none"> 1. Review of the policy, system, standard, and structure of the work performance goals and salary rewards of managers in the company for 2022. 2. The year-end performance bonus plan for managers and executive directors of the company for 2022. 3. Revised policy on performance evaluation and salary rewards for directors and managers in the company. 	Approved with no objections from the attending committee members.
2023.03.14	The 2nd meeting of the 2nd session of the Remuneration Committee.	The distribution plan for employee and director compensation for 2022 in our company.	Approved with no objections from the attending committee members.
2023.06.02	The 3rd meeting of the 2nd session of the Remuneration Committee.	Proposal for the distribution of employee remuneration by the management of the company for 2022.	Approved with no objections from the attending committee members.

2023.08.09	The 4th meeting of the 2nd session of the Remuneration Committee.	Promotion case for the company's audit supervisor.	Approved with no objections from the attending committee members.
2023.11.07	The 5th meeting of the 2nd session of the Remuneration Committee.	<ol style="list-style-type: none"> 1. Revision proposal for certain articles of the "Employee Stock Subscription Regulations for Cash Capital Increase" of the company. 2. Allocation proposal for managerial staff's employee stock subscription in the first cash capital increase of the company for 2023. 	Approved with no objections from the attending committee members.