

2025 Operation of the Remuneration Committee

The remuneration committee convened 6 (A) meetings in the most recent year (2025), and the attendance of the committee members is as follows:

Title	Name	Number of Actual Attendance (B)	Number of Attendance by proxy	Actual Attendance Rate (%) (B/A)	Remarks
Convener	Mang-Chih Lee	3	0	100	New; re-election date 2025.06.13, 3 meetings held during the year of service
Member	Rosemary Yung-Hsin Wang	3	0	100	
Member	Tzong-Chen Wu	3	0	100	
Member	Sharon Sheau-Wen Yang	6	0	100	Re-elected; re-election date 2025.06.13
Former Convener	Kuang Si Shiu	3	0	100	Former; re-election date 2025.06.13, 3 meetings held during the year of service
Former Member	Ming Ling Hsueh	3	0	100	
Former Member	Hsing Yi Chow	3	0	100	
Other items which should be recorded:					
1. In cases where the board of directors does not adopt or amend the proposal by the remuneration committee, the minutes concerned shall clearly state the meeting date of the board of directors, term, contents of motions, resolutions, and the Company's handling of the remuneration committee's opinions (such as in cases where the remuneration approved by the board is greater than that which is proposed by the committee, then the difference and the reason for the difference shall be stated): None.					
2. For resolutions reached by the remuneration committee, if there were any objections or reservations expressed by committee members and were recorded in the minutes or in written statements, the minutes concerned shall state clearly the meeting date of the remuneration committee, term, contents of motions, opinions of all members and actions taken on these opinions: None.					

Recent (2025) annual motion content and results:

Remuneration Committee Meeting	Motions for Discussion	Resolution
16th meeting of the 9th term - January 20, 2025	1. The group performance bonus rights of the chairperson 2. The group performance bonus rights of managerial officers	Remuneration Committee: The relevant motions were passed with the consent of all members present, and were all
17th meeting of the 9th term - March 10, 2025	1. The allocation of remuneration to the directors of the board 2. The allocation of remuneration to employees	
18th meeting of the 9th term - April 22, 2025	Performance evaluation of the directors of the board and supervisors of the Company's direct subsidiaries and reinvestment business	

Remuneration Committee Meeting	Motions for Discussion	Resolution
2nd meeting of the 10th term – June 25, 2025	<ol style="list-style-type: none"> 1. The motion to establish and review the policies, systems, standards, and structures for the performance evaluation and remuneration of the directors of the board and managerial officers 2. The motion to regularly evaluate and set the remuneration of the directors of the board^{Note} 3. The motion to regularly evaluate and set the remuneration of managerial officers 4. The motion for the dispensing of remuneration to the directors of the board 5. The motion for the dispensing of remuneration to the directors of the board and supervisors of investment business appointed by the Company 6. The motion for the allocation of employee remuneration to managerial officers 7. The motion for the appointment of the chief executive officer 8. The motion for the determination of the chairperson's remuneration multiplier 9. The motion for the payment of retirement benefits to the former chairperson 	submitted to the board of directors for report or resolution. Board of Directors: Approved with the consent of all directors present.
3rd meeting of the 10th term – November 18, 2025	<ol style="list-style-type: none"> 1. Amendments to the performance evaluation measures of the board of directors and functional committees 2. Amendments to the performance evaluation measures 3. Revision of the job title and remuneration table 4. Amendments to the employee remuneration dispensing measures 5. Amendments to the regulations governing the appointment and remuneration of the directors of the board and supervisors 	

Note: The motion was decided by separate voting, and issues in which the independent directors have a personal interest were referred to the board of directors for a decision.