

## Remuneration Committee Meeting Agenda and Resolution

Remuneration Committee	Item	Resolution	The company's response to the members' opinions
2022.03.15 6th meeting of 4th-term committee	Proposal of the 2021 remuneration for individual directors on the 12nd-term board.	Passed by all committee members present	None
	Proposal of the 2022 remuneration for individual directors on the 12th-term board.	Same as above	None
	Distribution of the 2021 Q3 and Q4 performance bonus and 2021 retention bonus for managerial officers.	Same as above	None
	Proposal for the 2021 employee remuneration distribution plan and remuneration for individual managers.	Same as above	None
	Proposal of the 2022 remuneration plan for managerial officers.	Same as above	None
	The remuneration for the manager of the Company, Yu-Cheng Chiao.	Same as above	None
2022.05.05 7th meeting of 4th-term committee	The Company intends to continue engaging Ms. Jessica Huang as the Company's advisor, who will remain as the Company's Chief of Finance Division, for the period from June 17, 2022 to June 16, 2023.	Same as above	None
2022.08.04 8th meeting of 4th-term committee	Appointment of Mr. Jen-Lieh Lin as a managerial officer and vice president.	Same as above	None
	It is proposed that Mr. John Park be dismissed from his post of Director of A005 flash memory IC business group, and serve as the Chief Strategy Officer from the same day.	Same as above	None
2022.11.03 9th meeting of 4th-term committee	The Company intends to appoint Mr. Bear Chou to be a managerial officer serving as chief of finance, and dismiss Ms. Jessica Huang, current chief of finance.	Same as above	None
	Finalization of the 2022 director compensation distribution plan.	Same as above	None
	Finalization of the 2022 employee compensation distribution plan.	Same as above	None
	Distribution of the 2022 Q1 and Q2 performance bonus for managerial officers.	Same as above	None
	Distribution of the 2022 Q1 and Q2 performance bonus for the manager of the Company, Yu-Cheng Chiao.	Same as above	None
	Review the company's "the Organizational Rules for Remuneration Committee", "Rules for Remuneration of Directors and Performance	N/A.	N/A.

	Assessment of the Board of Directors" and" Rules for Remuneration and Performance Assessment of Managerial Officers” for compliance. No correction was needed given no change was required by any change of the law.		
2023.03.14 10th meeting of 4th-term committee	Proposal of the 2022 remuneration for individual directors on the 12nd-term board.	Passed by all committee members present	None
	Proposal of the 2023 remuneration for individual directors on the 12th-term board.	Same as above	None
	Distribution of the 2022 Q3 performance bonus for managerial officers.	Same as above	None
	Proposal for the 2022 employee remuneration distribution plan and remuneration for individual managers.	Same as above	None
	Proposal of the 2023 remuneration plan for managerial officers.	Same as above	None
	The remuneration for the manager of the Company, Yu-Cheng Chiao.	Same as above	None