

薪資報酬委員會運作情形資訊

(1)本公司之薪資報酬委員會委員由 4 位獨立董事擔任薪資報酬委員。

(2)本屆委員任期：112 年 8 月 12 日至 114 年 6 月 15 日，最近年度(113 年度)薪資報酬委員會開會 3 次(A)，委員資格、出席及運作情形如下：

職稱	姓名	實際出席 次數(B)	委託出席 次數	實際出席率(%) (B/A) (註)	備註
召集人	王日春	3	0	100%	
委員	詹家昌	2	1	67%	
委員	李元恕	3	0	100%	
委員	張國雄	3	0	100%	

薪資報酬委員會	議案內容及後續處理	決議結果	公司對委員會意見之處理
第五屆 第 4 次 113/3/12	審議本公司 112 年度不分派員工酬勞及董事酬勞案。	本案經主席徵詢全體出席委員同意，照案通過。	提請董事會決議通過。
第五屆 第 5 次 113/5/10	審議發行本公司 113 年度員工認股權憑證案。	本案經主席徵詢全體出席委員同意，照案通過。	提請董事會決議通過。
第五屆 第 6 次 113/12/305	定期評估本公司經理人之薪資報酬案。	本案經主席徵詢全體出席委員同意，照案通過。	依委員會決議辦理。

其他應記載事項：

- 一、董事會如不採納或修正薪資報酬委員會之建議，應敘明董事會日期、期別、議案內容、董事會決議結果以及公司對薪資報酬委員會意見之處理(如董事會通過之薪資報酬優於薪資報酬委員會之建議，應敘明其差異情形及原因)：無。
- 二、薪資報酬委員會之議決事項，如成員有反對或保留意見且有紀錄或書面聲明者，應敘明薪資報酬委員會日期、期別、議案內容、所有成員意見及對成員意見之處理：無。

3. Information on the operation of the Remuneration Committee

- (1) There are four members of the Remuneration Committee of the Company.
- (2) The term of office of the current members: August 12, 2022 to June 15, 2025, the recent year (2024) the Remuneration Committee met 3 times (A), the qualifications and attendance of members are as follows:

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Position	Name	Number of attendance in person (B)	Number of attendance by proxy	Attendance in person (%) (B / A) (Note)	Remarks
Convenor	Wang, Jin Chun	3	0	100%	
Committee member	Chan, Chia Chang	2	1	67%	
Committee member	Chang, Kuo-Hsiung	3	0	100%	
Committee member	Lii, Yuan-shuh	3	0	100%	

Remuneration Committee	Content of Motion and Follow up	Resolution	The Company's treatment of the Remuneration Committee's opinion
5th Session The 4th Meeting 2024.3.12	The distribution of the employees' and Directors' remuneration of 2023	Adopted by all attending members of the Remuneration Committee without objection.	Proposed to, and approved by all attended Board members
5th Session The 5th Meeting 2024.5.10	Reviewed the issuance of the Company's 2024 employee stock option certificates.	Adopted by all attending members of the Remuneration Committee without objection.	Proposed to, and approved by all attended Board members
5th Session The 6th Meeting 2024.12.30	Regularly evaluate the remuneration of the Company's managers.	Adopted by all attending members of the Remuneration Committee without objection.	Handled in accordance with the resolution of the Committee.

Other matters to be recorded:

I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it should state the date, period, proposal content, resolution of the board, and its handling of the committee's opinions (if the remuneration approved by the board is better than the recommendation proposed by the committee, the difference and reasons should be stated): None.

II. For the proposals by the Remuneration Committee. If any members have objections or reservations with records or written statements, the date, period, proposal content, the opinions of all members, its handling of the members' opinions should be stated: None.