

### 3.4.3 Taiwan Corporate Governance Implementation as Required by the Taiwan Financial Supervisory Commission

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
1. Does Company follow "Taiwan Corporate Governance Implementation" to establish and disclose its corporate governance practices?	✓		The Company has established its "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and disclosed relevant information on the Company's website and MOPS.	None
2. Shareholding Structure & Shareholders' Rights (1) Does Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters? If yes, has these procedures been implemented accordingly?	✓		The Company has established a spokesperson system to handle related matters in accordance with the requirements. The system offers: 1. spokesperson and acting spokesperson; 2. investor mailbox (Raydium@rad-ic.com); and 3. The Company's website to handle shareholders' suggestions, disputes, and other issues; designated personnel are assigned to handle any litigation filed by shareholders in accordance with the law.	None
(2) Does Company possess a list of major shareholders and beneficial owners of these major shareholders?	✓		The Company reports the changes in the shareholdings of insiders (Directors, managers and major shareholders holding more than 10% of all shares) on the "MOPS" on a monthly basis and obtains the list of shareholders with more than 5% shareholding on a quarterly basis.	None
(3) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	✓		Finance and business between the Company and its affiliates are independent. The Company has established its "Regulations for Supervision of Subsidiaries" and "Regulations for Transactions with Affiliates, Particular Companies, and Group Enterprises" to establish and implement risk control and firewall systems with affiliates.	None
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓		The Company has established the "Material Inside Information Handling and Insider Trading Prevention Management Procedures" to prohibit insiders from trading marketable securities using undisclosed market information.	None
3. Composition and Responsibilities of the Board of Directors (1) Has the Board of Directors established a diversity policy, set goals, and implemented them accordingly?	✓		For the formulation and implementation of the Company's Board diversification policy, please refer to the annual report (pages 11 to 12).	None
(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?	✓		The Company has established the Remuneration Committee and Audit Committee as required by the law to assist the Board in exercising its powers but has not established any other functional committees.	None
(3) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors, and use the results as reference for directors' remuneration and renewal?	✓		On April 15, 2021, the Board of the Company established its "Regulations for the Performance Evaluation of the Board," requiring that an internal performance evaluation shall be conducted at least once a year. In 2023, the internal evaluation results for the overall Board, individual Directors, and the Audit Committee were "Good," and the result for the Remuneration Committee was "Excellent." It is assessed that the overall operations of the Board and functional committees are favorable, in compliance with corporate governance requirements, and can effectively improve the functions of the Board and maintain shareholders' rights and interests. On February 26, 2024, the evaluation results were reported to the Board, and such results will be used as a reference for remuneration and nomination for re-appointment of individual Directors.  In addition, an external professional independent institution or external expert and scholar team shall be engaged to conduct the performance evaluation of the Board at least once every	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
			three years. The Company appointed "Taiwan Corporate Governance Association," an external expert, to complete the evaluation in August 2023. The Association recognized the Company's compliance with corporate governance laws and regulations and provided appropriate recommendations. For the general comments and recommendations of the Association and the improvement of the Company, please refer to the Company's website.	
(4) Does the Company regularly evaluate its external auditors' independence?	✓		<p>1. In accordance with paragraph 5, Article 29 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Article 3 of the Company's Audit Committee Charter, the Company referw to The Norms of Professional Ethics for Certified Public Accountant No. 10 "Integrity, Objectiveness, and Independence" and AQIs to evaluate the independence and competence of CPAs each year.</p> <p>2. The Audit Committee of the Company evaluates the independence and competence of CPAs every year. In addition to requiring the CPAs to provide the "Declaration of Independence" and "AQIs," the Audit Committee also adopts the independence assessment standards for CPAs to conduct evaluations; please refer to the annual report - Note 1 description and 13 AQIs (page 33).</p> <p>(1)Independence According to the assessment based on The Norm of Professional Ethics for Certified Public Accountant No. 10 "Integrity, Objectiveness, and Independence," it was confirmed that CPAs have no other financial interest or business relationship with the Company other than the fees for certification and tax cases, nor have any family members of CPAs violated the independence requirements. The appointed CPAs confirmed are independent.</p> <p>(2)Audit Quality and Competency  <ul style="list-style-type: none"> <li>■ According to the assessment based on The Norm of Professional Ethics for Certified Public Accountant No. 10 "Integrity, Objectiveness, and Independence," it was confirmed that CPAs have no other financial interest or business relationship with the Company other than the fees for certification and tax cases, nor have any family members of CPAs violated the independence requirements. The appointed CPAs confirmed are independent.</li> <li>■ In terms of independence, due to the high proportion of non-audit fees (including internal control audit fees for listing) and the negative effects on independence arising from the appointment of KPMG for financial statement audit services for a cumulative 19 years (as of 2022), KPMG has arranged internal CPA rotation in 2023.</li> <li>■ In addition, the CPA firm has been able to complete the financial and taxation certifications of the Company on schedule.</li> <li>■ In conclusion, we concluded that the audit quality of the appointed CPAs was favorable, and the audit results of the financial statements were reliable for the users of the financial statements.</li> </ul> </p> <p>3. he evaluation results for the most recent year were discussed and approved by the Audit Committee on February 26, 2024, and were submitted to the Board of Directors for resolution on the evaluation of the independence and suitability of the CPAs.</p>	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
4. Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors, assisting directors' compliance of law, handling matters related to board meetings and shareholders' meetings according to law, and recording minutes of board meetings and shareholders' meetings)?	✓		<ol style="list-style-type: none"> <li>On April 15, the Board resolved to appoint Assistant Vice President Lin Pei-Yi of the Finance Center as the corporate governance officer to be responsible for the supervision and planning of corporate governance. Her qualifications comply with the requirements of corporate governance officers under paragraph 1, Article 3 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. In 2023, the continuing education programs for the corporate governance officer have been completed. In addition, the financial unit performs various corporate governance affairs to strengthen the implementation of corporate governance and legal compliance of the Board.</li> <li>The main responsibilities of the corporate governance officer are as follows: handling matters related to Board meetings and shareholders' meetings in accordance with the law, preparing the minutes of Board meetings and shareholders' meetings, assisting Directors and Independent Directors in their inauguration and continuing education, providing Directors and Independent Directors with the information needed to carry out their business, assisting Directors and Independent Directors in the comply with laws and regulations, reporting to the Board the review results on whether the qualifications of Independent Directors at the time of nomination, election, and during the term of office comply with relevant laws and regulations, and handle matters related to changes in Directors.</li> <li>For the execution focus of corporate governance affairs in 2023, please refer to the annual report (page 34).</li> </ol>	None
5. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	✓		<ol style="list-style-type: none"> <li>The Company values the feedback and opinions of stakeholders, and has established a Stakeholders Section on the Company's website, provided an exclusive mailbox for communication with stakeholders, continued to maintain smooth communication channels with stakeholders, and announced material information on a timely basis for events that may have effects on stakeholders.</li> <li>The Company values the feedback and opinions of stakeholders, and has established a Stakeholders Section on the Company's website, provided an exclusive mailbox for communication with stakeholders, continued to maintain smooth communication channels with stakeholders, and announced material information on a timely basis for events that may have effects on stakeholders.</li> <li>The Company's communication with stakeholders in 2023 has been reported to the Board on November 7, 2023. For the communication with stakeholders in the most recent year and the content of the reports, please refer to the Company's website and the 2023 Sustainability Report.</li> </ol>	None
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	✓		The Company appointed the Shares Registration Service Department of Taishin Securities Co., Ltd. to be the Company's stock affairs agent and to assist with shareholders' meeting affairs.	None
7. Information Disclosure				
(1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	✓		The Company has established a website ( <a href="https://www.radic.com/en-US">https://www.radic.com/en-US</a> ) to disclose important information related to finance, business, corporate governance and affiliates within the Group.	None
(2) Does the Company use other information disclosure channels	✓		The Company has designated personnel responsible for the collection and disclosure of corporate information, and has an	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
(e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?			English version of the Company's website. The Company has appointed a spokesperson and an acting spokesperson. Important information and information on investor conferences are disclosed on the Company's website or on MOPS.	
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?	✓		The Company's 2023 consolidated and parent company only financial statements have been announced and reported within two months (February 29, 2024) from the end of the fiscal year. The 2023 Q1, Q2, and Q3 financial statements and the monthly revenue were also announced and reported on the MOPS before the prescribed deadline, and uploaded to the Company's website simultaneously.	None
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices?	Employee rights	✓	The Company organizes various internal and external employee education and training from time to time, and the Company's employees have formed the Employee Welfare Committee to be responsible for the planning and implementation of employee welfare matters. For employee rights and interests, please refer to Chapter 5. Business Overview – 5.5. Labor-capital relations (pages 90 to 91) of the annual report.	None
	Employee wellness	✓		
	Investor relations	✓	The Company assigns dedicated personnel to make timely announcements of information on financial operations and changes in insiders' shareholdings on MOPS to help investors better understand the Company's business and financial status.	None
	Supplier relations	✓	The Company has established its supplier management procedures and regularly evaluates suppliers in conjunction with the procurement procedures, and requires them to continue to improve in order to create long-term relationships of mutual benefits.	None
	Rights of stakeholders	✓	The Company provides stakeholders with the latest information and communication channels through MOPS and the Company's website to protect the legal rights and interests of both parties.	None
	Directors' training records	✓	The Company notifies Directors to attend related professional training from time to time. Please refer to "Continuing education of Directors in 2023" (pages 34 to 35) of the annual report	None
	Implementation of risk management policies and risk evaluation measures	✓	Please refer to "Chapter 7. Review of Financial Conditions, Financial Performance, and Risk Management – 7.6. Risk management" of the annual report (pages 107 to 108).	None
	Implementation of customer relations policies	✓	The Company maintains close contact with customers to ensure that products meet the expected reliability and quality.	None
	Purchasing insurance for directors	✓	The Company has purchased liability insurance for Directors and reported the insurance coverage to the Board. The insurance coverage is assessed on an annual basis.	None
<p>9. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved. (Not required for companies not included in the evaluation):</p> <p>■ According to the 10th Corporate Governance Evaluation Results announced by the Taiwan Stock Exchange, the Company was ranked as one of the third range companies, i.e., the Top 6% to 20%. The Company will continue to work hard to strengthen corporate governance and move towards sustainable corporate development.</p>				

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
<p>■ The improvements made in 2023 are mainly as follows:</p> <ol style="list-style-type: none"> <li>1. Improve the attendance rate of Directors at the Shareholders Meetings.</li> <li>2. Record the important contents of shareholders' questions and the company's replies in the minutes of shareholders' regular meetings</li> <li>3. Upload uninterrupted audio and video recording of the entire meeting after the Shareholders Meeting.</li> <li>4. In the 2023 Shareholders Meeting, all directors were re-elected, and a female director was elected.</li> <li>5. Develop succession plans for the board of directors and key management personnel, and disclose their operation on the company's website.</li> <li>6. Engage an external professional institution to conduct the evaluation of the Board of Directors for the period.</li> <li>7. The Company amended the "Audit Committee Organization Regulations" The Audit Committee supervises the risk management, and the Board of Directors approves risk management policies and procedures. The risk management organizational structure, risk management procedures, and their operation status are reported to the Board of Directors.</li> <li>8. Disclose the linkage between director and executive performance evaluations and compensation in the annual report.</li> <li>9. Disclose the interim financial report in English within two months after the filing deadline for the Chinese version of the interim financial report.</li> <li>10. The sustainability report prepared by the company has been verified by a third party, and the English version of the sustainability report has been uploaded to the public information observatory and the company website.</li> <li>11. The company's website discloses the identified stakeholders, their concerns, communication channels, and response methods. Regular reports on communication with stakeholders are submitted to the Board of Directors.</li> </ol> <p>■ The expected improvements to be made in 2024 are mainly as follows:</p> <ol style="list-style-type: none"> <li>1. Simultaneously release important information in Chinese and English.</li> <li>2. Revise the "Operational Standards for Financial Business Between Related Parties" and "Procedures for Acquiring or Disposing of Assets". Relevant significant related party transactions should be submitted to the board of directors for approval.</li> <li>3. Disclose relevant information on the company's management status, strategies, risk management, indicators and goals of climate-related risks and opportunities in accordance with the TCFD framework.</li> </ol>				

#### Note 1: Standard Evaluation Items for CPAs' Independence

Item	Result
1. There are no direct or indirect material financial interests between CPAs and the Company.	Up-to-standard
2. There are no major close business relationship between CPAs and the Company.	Up-to-standard
3. There is no potential employment relationship of the CPAs when auditing the Company.	Up-to-standard
4. There is no borrowing or lending between the CPAs and the Company.	Up-to-standard
5. The CPAs have never accepted gifts or presents of great value (the value of which exceeds the general social etiquette standards) from the Company and its directors and managerial officers.	Up-to-standard
6. The CPAs have provided audit services to the Company for seven consecutive years.	Up-to-standard
7. Neither the CPAs nor their spouse or supported relatives hold any shares of the Company.	Up-to-standard
8. No CPAs, their spouse or supported relatives, the audit group served, during the audit period or in recent two years, as directors or managerial officers of the Company, or assumed any position that may have a substantial influence on the audit work. It is further acknowledged that they will not hold the aforementioned related positions in subsequent audit periods.	Up-to-standard
9. Has the CPAs complied with the Independence Standard No. 10 of "the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China, and has obtained the Statement of Independence issued by the CPAs.	Up-to-standard

### Highlights of Implementation of Corporate Governance-Related Matters for 2023

Item	Highlights of Implementation
Shareholders' Meeting	<ul style="list-style-type: none"> <li>A total of <u>1</u> meeting of the Annual Shareholders' Meeting was held (at least 1 meeting shall be held every year)</li> </ul>
Board of Directors	<ul style="list-style-type: none"> <li>A total of <u>6</u> meetings of the Board of Directors were held (at least 1 meeting shall be held every quarter). The attendance rate of the Board members is 97%. The directors have recused themselves due to conflict of interest in the motions in question in accordance with the Procedure for Board of Directors Meetings.</li> </ul>
Functional Committees	<ul style="list-style-type: none"> <li>A total of <u>4</u> meetings of the Remuneration Committee were held (at least 2 meeting shall be held every year). The attendance rate of its members is 100%.</li> <li>A total of <u>4</u> meetings of the Audit Committee were held (at least 1 meeting shall be held every quarter). The attendance rate of its members is 100%.</li> </ul> <p>The committee members have recused themselves due to conflict of interest in the motions in question in accordance with the procedures for the respective committee meetings.</p>
Performance evaluation of the Board of Directors	<ul style="list-style-type: none"> <li>The regular internal performance evaluation each year was completed: in 2023, the internal evaluation results for the overall Board, individual Directors, and the Audit Committee were "Good," and the result for the Remuneration Committee was "Excellent." It is assessed that the overall operations of the Board and functional committees are favorable, in compliance with corporate governance requirements, and can effectively improve the functions of the Board and maintain shareholders' rights and interests</li> <li>The external performance evaluation conducted every three years was completed: the Company has appointed "Taiwan Corporate Governance Association," an external expert, to complete the evaluation in August 2023. The Association recognized the Company's compliance with corporate governance laws and regulations and provided appropriate recommendations. For the general comments and recommendations of the Association and the improvement of the Company, please refer to the Company's website</li> </ul>
Training records of directors and Corporate Governance Officer	<ul style="list-style-type: none"> <li>All Directors complete at least 6 credits of continuing education programs or 12 credits of initial inauguration education programs each year</li> <li>The corporate governance officer has completed a total of 21 hours of continuing education programs</li> </ul>
Liability insurance for directors	<ul style="list-style-type: none"> <li>The Company purchased the liability insurance for directors and key employees with the insured amount of <u>US\$10 million</u> for the period from July 1, 2023 to July 1, 2024. Upon completion of the renewal of the policy, it was reported to the Board of Directors on August 8, 2023.</li> </ul>
Results of the Corporate Governance Evaluation	According to the 10th Corporate Governance Evaluation Results announced by the Taiwan Stock Exchange, the Company was ranked as one of the third range companies, i.e., the Top 6% to 20%.

### Training Records of the Company's Directors in 2023

Title/Name	Date	Host By	Course Name	Hours	Total Hours	Meets Requirements
Director Hermit Huang	2023.09.01	Taiwan Corporate Governance Association	Corporate Reputation Risk Management	3	9	Yes
	2023.09.01	Taiwan Corporate Governance Association	Impacts of Climate Change Risks on the Company's Financial Disclosures	3		
	2023.12.08	Taiwan Corporate Governance Association	Ethical Corporate Management, Corporate Governance, and Sustainable Development Best Practices Principles and Case Study	3		

Title/Name	Date	Host By	Course Name	Hours	Total Hours	Meets Requirements
Director Hong-Jye Hong	2023.07.03	Securities and Futures Institute	Technical Development of EVs and Smart Vehicles and Models of Business Opportunities	3	6	Yes
	2023.09.01	Taiwan Corporate Governance Association	Corporate Reputation Risk Management	3		
Director Amy Ku	2023.09.01	Taiwan Corporate Governance Association	Corporate Reputation Risk Management	3	12	Yes
	2023.09.01	Taiwan Corporate Governance Association	Impacts of Climate Change Risks on the Company's Financial Disclosures	3		
	2023.09.13	Securities and Futures Institute	Analysis of the Key Points of Corporate Governance Evaluation for Directors and Supervisors	3		
	2023.09.20	Taiwan Securities Association	Analysis of the Preparation, Review, and Interpretation of Corporate Financial Statements	3		
Director Sheaffer Lee	2023.11.17	The Allied Association for Science Parks Industries	Functions and Tasks Corporate Governance Personnel under the Corporate Governance Blueprint	3	6	Yes
	2023.12.01	Independent Director Association Taiwan	Tax Governance in the New Tax Environment	3		
Independent Director Max Cheng	2023.03.29	Chinese National Association of Industry and Commerce	Notes and Q&A for Board Meetings and Shareholders' Meeting in 2023	3	9	Yes
	2023.03.31	Chinese National Association of Industry and Commerce	Impact of the Latest Transnational Tax Regulations on Enterprises and Response (Case Display)	3		
	2023.10.13	Securities & Futures Institute	2023 Insider Trading Prevention Conference	3		
Independent Director Haydn Hsieh	2023.09.22	Taiwan Corporate Governance Association	Key to Improving the Effectiveness of the Board	3	6	Yes
	2023.09.22	Taiwan Corporate Governance Association	Crucial Future Global ESG Trends and Cases Study	3		
Independent Director JerryJou	2023.09.13	Greater China Financial and Economic Development Association	Domestic and Foreign Economic and Industrial Trends and Countermeasures of Enterprises	3	6	Yes
	2023.10.11	Greater China Financial and Economic Development Association	Enterprises Compete for Talents: Discussion of Key Issues in Employee Remuneration Strategies	3		

Note: The continuing education of all Directors of the Company is in compliance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies." New Directors received 12 hours of continuing education each year, and re-appointed Directors received 6 hours of continuing education each year.

### Training Records of the Company's Corporate Governance Officer in 2023

Title/Name	Date	Host By	Course Name	Hours	2023 Training Hours
Corporate Governance Officer Patty Lin	2023.04.27	Taiwan Stock Exchange Corporation、Taipei Exchange	Sustainable Development Action Plan Conference for TWSE/TPEX-listed Companies	3	21
	2023.05.23	Taiwan Corporate Governance Association	Information Security Governance Mindset and Practices	3	
	2023.06.09	Taiwan Corporate Governance Association	Promote Sustainable Corporate Development through Risk Management - Risk Management Best Practice Principles for TWSE/GTSM Listed Companies	3	
	2023.07.07	Taiwan Corporate Governance Association	AI Explosion: Technical Development and Application Business Opportunities of ChatGPT	3	
	2023.09.22~2023.09.23	Taiwan Corporate Governance Association	Net Zero Sustainability Talent Incubation Course [Central] - Carbon Sink, Carbon Rights and Carbon Trading	9	

Note: The continuing education of the Company's corporate governance officer complies with Article 24 of the "Guidelines Governing the Establishment and Exercise of Powers of the Board of Directors of Listed Companies," and the required training reached 12 hours per year.

### 3.4.4 Composition, duties, and operational status of the Remuneration Committee

#### 1. Information on the Members of the Remuneration Committee

Title	Qualifications	Professional Qualification and Experience	Independence Analysis	Number of Companies Concurrently Serve as An Independent Director
	Name			
Independent Director (Convener)	Haydn Hsieh	(Note)	(Note)	0
Independent Director	Max Cheng			3
Independent Director	Jerry Jou			0

Note: Please refer to the Professional Expertise and Status of Independence of the Directors in the annual report (page 9).

#### 2. Responsibilities of the Remuneration Committee

On November 2, 2011, the Company established the Remuneration Committee. It consists of three independent directors who shall meet at least twice a year. The members of this Committee shall serve with the care of a good administrator and faithfully perform the following duties and responsibilities and submit their recommendations to the Board of Directors for discussion:

- (1) To establish and regularly review the policies, systems, standards and structures for performance evaluation and compensation of directors and managerial officers.
- (2) Regularly evaluate and establish the compensation of directors and managerial officers.

### 3. Operational status of the Remuneration Committee

- (1) There are a total of 3 members in the Remuneration Committee.
- (2) The term for the members of this Remuneration Committee: From May 29, 2023 to May 28, 2026.
- (3) A total of 4 meetings of the Remuneration Committee were held in 2023. The attendance is as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【B/A】	Remark
Independent Director (Convener)	Haydn Hsieh	4	0	100	Re-election
Independent Director	Max Cheng	4	0	100	Re-election
Independent Director	Jerry Jou	4	0	100	Re-election

Note: On May 29, 2023, the Board of Directors of the Company appointed Mr. Haydn Hsieh, Mr. Max Cheng and Mr. Jerry Jou as members of the Fifth (the current) Remuneration Committee, and the current Remuneration Committee elected Mr. Haydn Hsieh as the convener on August 8, 2023. (The convener of this session is the same as the previous session.)

#### Other matters to be recorded:

1. If the Board of Directors refuses to adopt or amends a recommendation of the Remuneration Committee, the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation amount of the Remuneration Committee, the circumstances and causes for the difference shall be specified): None.
2. If there are resolutions of the Remuneration Committee to which members object or express reservations, and for which there is a record or declaration in writing, the date of the meeting, session, content of the motion, all members' opinions and the responses to the said opinions shall be specified: None.
3. Contents of proposals, results of resolutions of the Remuneration Committee of 2023, and the Company's handling on the opinions of members:

Date of Remuneration Committee	Contents of Motions/Resolution	The Company's handling on the opinions of members
The 4th meeting of the 11th term 2023.01.06	<ul style="list-style-type: none"> <li>■ Approved the percentage of allocation and distribution of 2023 employees' and directors' compensation</li> <li>■ Passed the distribution of 2022 performance bonus for managerial officers</li> </ul>	Passed by the agreement of the Remuneration Committee members and submitted to the Board of Directors for resolution  Passed by the agreement of all directors present.
The 4th meeting of the 12th term 2023.02.23	<ul style="list-style-type: none"> <li>■ Approved the proposal for the remuneration and welfare of the new President of the Company</li> <li>■ Passed the principles for setting annual performance indicators for senior managerial officers</li> <li>■ Passed the managerial officers' remuneration adjustment of 2023</li> </ul>	
The 4th meeting of the 13th term 2023.05.09	<ul style="list-style-type: none"> <li>■ Approved the proposal on compensation of Assistant JR Shih</li> </ul>	
The 5th meeting of the 1st term 2023.08.08	<ul style="list-style-type: none"> <li>■ Approved the distribution of 2022 compensation for managerial officer employees</li> </ul>	