Table 1-2 (Method for Disclosure of Remuneration)

Remuneration to Ordinary Directors, Independent Directors, Supervisors, General Manager, and Assistant General Managers

1. If any of the circumstances listed below applies to the Company, it shall individually disclose the names and remuneration items paid to each director and supervisor. Otherwise, it may opt either to disclose aggregate remuneration information, with the name(s) indicated for each remuneration range, or to disclose the name of each individual and the corresponding remuneration amount. (If individual disclosures are made, please fill in the individual's job title, name, and amounts, and it is unnecessary to fill in the Remuneration Range Table).

(1) A company that posted an after-tax deficit in the parent company only financial reports or individual financial reports in any of the three most recent fiscal years shall disclose the names and remuneration paid to individual directors and supervisors. This requirement, however, shall not apply if the company has posted net income after tax in the parent company only financial report or individual financial report for the most recent fiscal year and such net income after tax is sufficient to offset the accumulated deficits【Note 1】.

(2) A company that has had an insufficient director shareholding percentage for 3 consecutive months or longer during the most recent fiscal year shall disclose the remuneration of individual directors; one that has had an insufficient supervisor shareholding percentage for 3 consecutive months or more during the most recent fiscal year shall disclose the remuneration of individual supervisors 【Note 2】.

(3) A company that has had an average ratio of share pledging by directors or supervisors in excess of 50 percent in any 3 months during the most recent fiscal year shall disclose the remuneration paid to each individual director or supervisor having a ratio of pledged shares in excess of 50 percent for each such month.【Note 3】.

(4) If the total amount of remuneration received by all of the directors and supervisors in their capacities as directors or supervisors of all of the companies listed in the financial reports exceeds 2 percent of the net income after tax, and the remuneration received by any individual director or supervisor exceeds NT$15 million, the company shall disclose the remuneration paid to that individual director or supervisor. (Note: The amount of remuneration received by the directors and supervisors as referred to above is calculated based on the "Remuneration to Directors" plus "Remuneration to Supervisors" as stated in the Table and does not include any other remuneration received by employees concurrently serving in a director or supervisor position.)

(5) The Company, if listed on the Taiwan Stock Exchange (TWSE) or the Taipei Exchange (TPEx), is ranked within the lowest two tiers in the corporate governance evaluation for the most recent fiscal year, or in the most recent fiscal year or up to the date of publication of the annual report for that year, the company's securities have been placed under an altered trading method, suspended from trading, delisted from the TWSE or the TPEx, or the Corporate Governance Evaluation Committee has resolved that the company shall be excluded from evaluation.【Note 4】

(6) The Company is listed on the TWSE or TPEx and the average annual salary of the full-time non-management employees is less than NT$500,000 in the most recent fiscal year.【Note 5】

(7) The Company is listed on the TWSE or TPEx and had an increase of 10 percent or more in net profit after tax for the most recent fiscal year, but the average annual salary of its full-time non-management employees did not increase relative to the preceding fiscal year.【Note 6】

(8) The Company is listed on the TWSE or TPEx and had a decline in after-tax net income reaching 10 percent and exceeding NT$5 million for the most recent fiscal year, along with an increase in its average remuneration per director (not including the remuneration of those who are also employees) reaching 10 percent or more and exceeding NT$100,000.【Note 7】

2. If the circumstance in item (1) or (5) of the preceding point applies to a company listed on the TWSE or the TPEx, it shall disclose the individual remuneration paid to each of its five most senior management personnel (e.g., management personnel such as the general manager, assistant general manager(s), chief executive, or chief financial officer).

【Note 1】Example: Take the fiscal 2019 annual report prepared for the fiscal 2020 annual general meeting of shareholders (“AGM”) as an example. If the Company posted an after-tax deficit in the parent company only financial report or individual financial report in any of the fiscal years from 2017 to 2019, it is required to disclose the names and remuneration paid to individual directors and supervisors. However, if it posted an after-tax deficit in the parent company only financial report or individual financial report in fiscal 2017 and/or fiscal 2018, but posted net profit after tax in the parent company only or individual financial report for fiscal 2019 and such net profit after tax is sufficient to offset the accumulated deficit, it is not required to make individual disclosures in the annual report for fiscal 2020.

【Note 2】Example: Take the fiscal 2009 annual report prepared for the fiscal 2010 annual general meeting of shareholders (“AGM”) as an example. If the company had either an insufficient director shareholding percentage or insufficient supervisor shareholding percentage for 3 consecutive months or longer during the period from January 2009 to December 2009, it is required to disclose the remuneration of the individual directors or supervisors (respectively as the case may be) in the annual report for fiscal 2009. Furthermore, if it had an insufficient director or supervisor shareholding percentage shareholding percentage in January 2009 that had continued for 3 consecutive months or longer (i.e., the 3 consecutive months of November and December 2008 and January 2009), it likewise is required to make individual disclosures.

【Note 3】Example: Take the fiscal 2009 annual report prepared for the fiscal 2010 annual general meeting of shareholders (“AGM”) as an

example. If the company's directors as a whole had a share pledging ratio in excess of 50 percent in any 3 months (February, May and August for example) during fiscal 2009, the company is required to make individual remuneration disclosures in the 2009 annual report for each of the individual directors that had a share pledging ratio above 50 percent in each of those 3 months. Likewise, if the supervisors as a whole had an average share pledging ratio above 50 percent in any 3 months during fiscal 2009, it is required to make individual disclosures for the individual supervisors who exceeded that pledging ratio in those three months.

※Average monthly share pledging ratio of the directors as a whole = the total number of shares pledged by all of the directors / the total number of shares held by all of the directors (including the number of any shares placed in trust over which the trustor retains the power to decide the allocation thereof); average monthly share pledging ratio of the supervisors as a whole = the total number of shares pledged by all of the supervisors / the total number of shares held by all of the supervisors (including the number of any shares placed in trust over which the trustor retains the power to decide the allocation thereof)

【Note 4】Example: Take the fiscal 2023 annual report prepared for the fiscal 2024 annual general meeting of shareholders ("AGM") of a TWSE or TPEx listed company as an example. The Corporate Governance Evaluation results for a given fiscal year are usually published in April of the following year. If as of the printing date of the 2023 annual report of a TWSE or TPEx listed company, the Corporate Governance Evaluation results for the most recent fiscal year (2023) have not yet been published, the Company may proceed on the basis of the Corporate Governance Evaluation results for the year before that (i.e., fiscal 2022). Then, when the Evaluation results for 2023 are subsequently published, it will be required to make amendments to the annual report if necessary. For example, if the Company in its 2023 annual report originally discloses the aggregate remuneration information with the names indicated by range, and the subsequently published Corporate Governance Evaluation results then rank the Company within the lowest two tiers for 2023, the Company will be required to amend the 2023 shareholder meeting annual report and upload the amended annual report to the Market Observation Post website to fulfill its information disclosure obligations.

【Note 5】Example: Take the fiscal 2021 annual report prepared for the fiscal 2022 annual general meeting of shareholders ("AGM") of a TWSE or TPEx listed company as an example. At the time that the TWSE or TPEx listed company prepares its annual report for the most recent year (2021) for the 2022 shareholders meeting, it should already have available all the information it needs to determine the average annual salary of the full-time non-management employees in fiscal 2021. So, it can determine whether it needs to make individual disclosures of the remuneration to the directors and supervisors based on whether the average annual salary to those

employees was less than NT$500,000 in the most recent fiscal year (fiscal 2021).

【Note 6】Example: Take the fiscal 2023 annual report prepared for the fiscal 2024 annual general meeting of shareholders (“AGM”) as an example. If the TWSE or TPEx listed company reported an increase in net profit after tax on its fiscal 2023 financial report reaching 10% or more relative to fiscal 2022 (this calculation is also applicable if the company reported a loss in fiscal 2022 and a profit in fiscal 2023), but the average annual salary of its full-time non-management employees did not increase relative to fiscal 2022, the company shall report the remuneration of the individual directors. “Net profit after tax” means net profit after tax in the most recent annual parent company only financial report or individual financial report. The definitions and calculation methods applicable to full-time employees and their salaries shall follow the information reporting instructions for “salaries of full-time employees in non-management positions” as provided in the Taiwan Stock Exchange Corporation Rules Governing Information Filing by Companies with TWSE Listed Securities and Offshore Fund Institutions with TWSE Listed Offshore Exchange-Traded Funds and the Taipei Exchange Rules Governing Information Reporting by Companies with TPEx Listed Securities.

【Note 7】Example: Take the fiscal 2023 annual report prepared for the fiscal 2024 annual general meeting of shareholders (“AGM”) as an example. If the TWSE or TPEx listed company in its fiscal 2023 financial report stated a decline in after-tax net income reaching 10% and exceeding NT$5 million (this applies regardless of whether the company reported after-tax profit or after-tax loss), and at the same time an increase in its average remuneration per director (not including the remuneration of those who are also employees) reaching 10 percent or more and exceeding NT$100,000, the company shall report the remuneration of the individual directors. “After-tax net income” means the after-tax net income in the most recent annual parent company only financial report or individual financial report.

(1-1) Remuneration to Ordinary Directors and Independent Directors (Individual Disclosure of Names and Remuneration Items)

Job title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 10)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (Note 10)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 11)
		Base compensation (A) (Note 2)		Retirement pay and pension (B)		Director profit-sharing compensation (C) (Note 3)		Expenses and perquisites (D) (Note 4)				Salary, rewards, and special disbursements (E) (Note 5)		Retirement pay and pension (F)		Employee profit-sharing compensation (G) (Note 6)						
																The Company		All consolidated entities (Note 7)				
		The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	Amount in cash	Amount in stock	Amount in cash	Amount in stock	The Company	All consolidated entities	

1. Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid.

2. In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / invested enterprises):

(1-2-1) Remuneration to Ordinary Directors and Independent Directors (Disclosure of Aggregate Remuneration Plus Disclosure of Names by Remuneration Range)

Job title	Name		Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 10)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (Note 10)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 11)
			Base compensation (A) (Note 2)		Retirement pay and pension (B)		Director profit-sharing compensation (C) (Note 3)		Expenses and perquisites (D) (Note 4)				Salary, rewards, and special disbursements (E) (Note 5)		Retirement pay and pension (F)		Employee profit-sharing compensation (G) (Note 6)						
																	The Company		All consolidated entities (Note 7)				
			The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities	The Company	All consolidated entities (Note 7)	The Company	All consolidated entities (Note 7)	Amount in cash	Amount in stock	Amount in cash	Amount in stock	The Company	All consolidated entities	
Directors																							

Independent directors																						
1. Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid.																						
2. In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / inv enterprises):																						

*Please separately disclose the relevant information for directors (ordinary non-independent directors) and independent directors.

(1-2-2) Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Names of Directors			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company (Note 8)	All consolidated entities (Note 9) H	The Company (Note 8)	All consolidated entities (Note 9) I
Less than NT$1,000,000				
NT$1,000,000 (incl.)～NT$2,000,000 (excl.)				
NT$2,000,000 (incl.)～NT$3,500,000 (excl.)				
NT$3,500,000 (incl.)～NT$5,000,000 (excl.)				
NT$5,000,000 (incl.)～NT$10,000,000 (excl.)				
NT$10,000,000 (incl.)～NT$15,000,000 (excl.)				
NT$15,000,000 (incl.)～NT$30,000,000 (excl.)				
NT$30,000,000 (incl.)～NT$50,000,000 (excl.)				
NT$50,000,000 (incl.)～NT$100,000,000 (excl.)				
NT$100,000,000 or above				
Total				

Note 1: The name of each director shall be stated separately (for a corporate shareholder, the names of the corporate shareholder and its representative shall be stated separately) and the names of the ordinary directors and independent directors shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a general manager or an assistant general manager, please complete this Table and Table 3-1, or Tables 3-2-1 and 3-2-2.

Note 2: This refers to director base compensation in the most recent fiscal year (including director salary, duty allowances, severance pay, and various rewards and incentives, etc.).

Note 3: Please fill in the amount of director profit-sharing compensation approved by the board of directors for distribution for the most recent fiscal year.

Note 4: This refers to director expenses and perquisites in the most recent fiscal year (including travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.). If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market

rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of the director remuneration.

Note 5: This includes any remuneration received by a director for concurrent service as an employee in the most recent year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee) including salary, duty allowances, severance pay, rewards, incentives, travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the Company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a rights offering, etc.—should be included in the calculation of remuneration.

Note 6: This refers to employee profit-sharing compensation (including stocks and cash) received by a director for concurrent service as an employee in the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). Disclose the amount of profit-sharing compensation approved or expected to be approved by the board of directors for distribution for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 7: Disclose the total amount of remuneration in each category paid to the directors of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director by the Company.

Note 9: Disclose the names of the directors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each director of the Company by all companies in the consolidated financial report (including the Company).

Note 10: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 11: a. In this column, specifically disclose the amount of remuneration received by the directors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(2-1) Remuneration to Supervisors (Individual Disclosure of Names and Remuneration Items)

Job title	Name	Remuneration to Supervisors						Sum of A+B+C and ratio to net income (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		Base compensation (A) (Note 2)		Profit-sharing compensation (B) (Note 3)		Expenses and perquisites (C) (Note 4)				
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities	

(2-2-1) Remuneration to Supervisors (Disclosure of Aggregate Remuneration Plus Disclosure of Names by Remuneration Range)

Job title	Name	Remuneration to supervisors						Sum of A+B+C and ratio to net income (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		Base compensation (A) (Note 2)		Profit-sharing compensation (B) (Note 3)		Expenses and perquisites (C) (Note 4)				
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities	

(2-2-2) Remuneration Range Table

Ranges of remuneration paid to each of the Company's supervisors	Names of Supervisors	
	Sum of A+B+C	
	The Company (Note 6)	All consolidated entities (Note 7) D
Less than NT$1,000,000		
NT$1,000,000 (incl.)～NT$2,000,000 (excl.)		
NT$2,000,000 (incl.)～NT$3,500,000 (excl.)		
NT$3,500,000 (incl.)～NT$5,000,000 (excl.)		
NT$5,000,000 (incl.)～NT$10,000,000 (excl.)		
NT$10,000,000 (incl.)～NT$15,000,000 (excl.)		
NT$15,000,000 (incl.)～NT$30,000,000 (excl.)		
NT$30,000,000 (incl.)～NT$50,000,000 (excl.)		
NT$50,000,000 (incl.)～NT$100,000,000 (excl.)		
NT$100,000,000 or more		
Total		

Note 1: The name of each supervisor shall be stated separately (for a corporate shareholder, the names of the corporate shareholder and its representative shall be stated separately) based on the amount of the aggregated remuneration items paid to each.

Note 2: This refers to supervisor base compensation in the most recent fiscal year (including supervisor salary, duty allowances, severance pay, and various rewards and incentives, etc.).

Note 3: Please fill in the amount of supervisor profit-sharing compensation approved by the board of directors for distribution for most recent fiscal year.

Note 4: This refers to expenses and perquisites paid to supervisors in the most recent fiscal year (including travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, etc.). If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the company to the driver, but do not include it in the calculation of the director remuneration.

Note 5: Disclose the total amount of remuneration in each category paid to the supervisors of the Company by all companies in the consolidated financial report (including the Company).

Note 6: Disclose the names of the supervisors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each supervisor by the Company.

Note 7: Disclose the names of the supervisors in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each supervisor of the Company by all companies in the consolidated financial reports (including the Company).

Note: 8: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 9: a. In this column, specifically disclose the amount of remuneration received by the supervisors of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If supervisors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column D of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by supervisors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(3-1) Remuneration to General Manager(s) and Assistant General Manager(s) (Individual Disclosure of Names and Remuneration Items)

Job title	Name	Salary (A) (Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C) (Note 3)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%) (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company		All consolidated entities (Note 5)		The Company	All consolidated entities	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			

*Disclosures must be made for all persons in positions equivalent to general manager or assistant general manager, regardless of job title (e.g., president, chief executive officer, chief administrative officer…etc.)

(3-2-1) Remuneration to General Manager(s) and Assistant General Manager(s) (Disclosure of Aggregate Remuneration Plus Disclosure of Names by Remuneration Range)

Job title	Name	Salary (A) (Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C) (Note 3)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%) (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company		All consolidated entities (Note 5)		The Company	All consolidated entities	
								Amount in cash	Amount in stock	Amount in cash	Amount in stock			

*Disclosures must be made for all persons in positions equivalent to general manager or assistant general manager, regardless of job title (e.g., president, chief executive officer, chief administrative officer…etc.)

(3-2-2) Remuneration Range Table

Ranges of remuneration paid to each of the Company's general manager(s) and assistant general manager(s)	Names of General Manager(s) and Assistant General Manager(s)	
	The Company (Note 6)	All consolidated entities (Note 7) E
Less than NT$1,000,000		
NT$1,000,000 (incl.)～NT$2,000,000 (excl.)		
NT$2,000,000 (incl.)～NT$3,500,000 (excl.)		
NT$3,500,000 (incl.)～NT$5,000,000 (excl.)		
NT$5,000,000 (incl.)～NT$10,000,000 (excl.)		
NT$10,000,000 (incl.)～NT$15,000,000 (excl.)		
NT$15,000,000 (incl.)～NT$30,000,000 (excl.)		
NT$30,000,000 (incl.)～NT$50,000,000 (excl.)		
NT$50,000,000 (incl.)～NT$100,000,000 (excl.)		
NT$100,000,000 or more		
Total		

Note 1: The name of each general manager and assistant general manager shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a general manager or an assistant general manager, please complete this table and Table (1-1), or Tables (1-2-1) and (1-2-2).

Note 2: This includes salary, duty allowances, and severance pay to the general manager(s) and assistant general manager(s) in the most recent fiscal year.

Note 3: This includes the amounts of all types of rewards, incentives, travel expenses, special disbursements, stipends of any kind, provision of facilities such as accommodations or vehicle, and other compensation to the general manager(s) and assistant general managers(s) in the most recent fiscal year. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a rights offering,

etc.—should be included in the calculation of remuneration.

Note 4: This refers to employee profit-sharing compensation (including stocks and cash) received by the general manager(s) and assistant general manager(s) as approved or expected to be approved by the board of directors for the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 5: Disclose the total amount of remuneration in each category paid to the general manager(s) and assistant general manager(s) by all companies in the consolidated financial report (including the Company).

Note 6: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager by the Company.

Note 7: Disclose the names of the general manager(s) and assistant general manager(s) in the respective ranges into which they fall based on the sum total of the remuneration in the indicated categories paid to each general manager and assistant general manager of the Company by all companies in the consolidated financial report (including the Company).

Note 8: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 9: a. In this column, specifically disclose the amount of remuneration received by the general manager(s) and assistant general manager(s) of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. If general manager(s) or assistant general manager(s) of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column E of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by the general manager(s) and assistant general manager(s) of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

(4-1) Remuneration to the Five Highest Remunerated Management Personnel of a TWSE or TPEx listed Company (Individual Disclosure of Names and Remuneration Items) (Note 1)

Job title	Name	Salary (A) (Note 2)		Retirement pay and pension (B)		Rewards and special disbursements (C) (Note 3)		Employee profit-sharing compensation (D) (Note 4)				Sum of A+B+C+D and ratio to net income (%) (Note 6)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 7)
								The Company		All consolidated entities (Note 5)				
		The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	The Company	All consolidated entities (Note 5)	Amount in cash	Amount in stock	Amount in cash	Amount in stock	The Company	All consolidated entities	

Note 1: “Management personnel” in the “Five Highest Remunerated Management Personnel” means managerial officers of the Company. “Managerial officers” means those falling within the applicable scope defined in 27 March 2003 Order No. Tai-Cai-Zheng-III-0920001301 of the former Securities and Futures Commission, Ministry of Finance. The “five highest remunerated” is calculated as those ranked in the top five in remuneration based on the sum total of the amounts of salary, retirement pay and pension, rewards and special disbursements, and employee profit-sharing compensation (i.e., the sum of items A+B+C+D) received by each of the Company’s managerial officers from all companies in the consolidated financial reports. If any concurrently serving director(s) is among those top, fill out this table and also Table (1-1) above.

Note 2: This refers to the salary, duty allowances, and severance pay of each of the five highest remunerated management personnel in the most recent fiscal year.

Note 3: This refers to the amount of all rewards, incentives, travel expenses, special disbursements, stipends of any kind, and provision of facilities such as accommodations or vehicles, and other remuneration of the five highest remunerated management personnel in the most recent fiscal year. If housing, car or other form of transportation, or personalized expenses are provided, disclose the nature and cost of the property provided, the actual or fair market rent, fuel expenses, and any other amounts paid. Additionally, if a driver is provided, please add a note explaining the relevant base compensation paid by the company to the driver, but do not include it in the calculation of the director remuneration. Additionally, salary expenses recognized as share-based payment under IFRS 2—including employee share subscription warrants, new restricted employee shares, and participation in share subscription under a rights offering, etc.—should be included in the calculation of remuneration.

Note 4: This refers to employee profit-sharing compensation (including stocks and cash) received by the five highest remunerated management personnel in the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 5: Disclose the total amount of remuneration in each category paid to the five highest remunerated management personnel by all companies in the consolidated financial report (including the Company).

Note 6: Net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 7: a. In this column, specifically disclose the amount of remuneration received by the five highest remunerated management personnel of the Company from investee enterprises other than subsidiaries or from the parent company (if none, state “None”).

b. Remuneration means remuneration received by the five highest remunerated management personnel of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

*This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.