

Remuneration Committee

The Compensation Committee of the Company consists of three independent directors and meets at least twice a year to take care of the good stewardship, to faithfully perform the following duties, and to submit its recommendations to the Board of Directors for discussion. However, the proposal on the remuneration of supervisors shall be submitted to the Board of Directors for discussion only to the extent that the remuneration of supervisors has been authorized by the Company's Articles of Incorporation or by a resolution of the shareholders' meeting to be submitted to the Board of Directors:

1. To establish and periodically review the Company's performance evaluation criteria for directors, supervisors, and managers, annual and long-term performance goals, policies, systems, standards, and structure of compensation, and to disclose the contents of the performance evaluation criteria in the annual report. The company's annual report will also disclose the content of the performance evaluation criteria in the annual report.
2. The Company periodically evaluates the performance of directors, supervisors, and managers, and determines the content and amount of their individual compensation based on the results of the performance evaluation criteria. The annual report shall disclose the results of individual performance evaluation of directors, supervisors and managers, and the correlation and reasonableness between the content and amount of individual compensation and the results of the performance evaluation, and shall be reported to the shareholders at the shareholders' meeting.
3. The performance evaluation and compensation of directors, supervisors, and managers should be based on the industry norms and should take into account the results of individual performance evaluation, the time invested, the responsibilities assumed, the achievement of personal goals, the performance of other positions, the salary and compensation offered by the Company to the same positions in recent years, the achievement of the Company's short-term and long-term business goals, the Company's financial condition, and other factors to assess the reasonableness of the connection between the performance of the individual and the Company's business performance and future risks. The Company also evaluates the reasonableness of the relationship between individual performance and the Company's operating results and future risks based on the achievement of short-term and long-term business objectives and the Company's financial condition.

NAN LIU ENTERPRISE CO., LTD.

Remuneration Committee information

Identity (Note 1)	Name Condition	Has more than 5 years of work experience and the following professional qualifications			Compliant to the requirements of independence (Note 2)								Number of salary and remuneration committee memberships concurrently held in other public companies	Remarks (Note 3)
		Currently serving as an instructor or higher post in a private or public college or university in the field of business, law, finance, accounting, or the business sector of the Company	Currently serving as a judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license.	Has professional experience necessary for business administration, legal affairs, finance, accounting, or business sector of the Company.	1	2	3	4	5	6	7	8		
Independent Director	Huang, Tung- Rong		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1	
Independent Director	Chen, Chao Lungh	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	1	
Independent Director	Huang Chun- Ping	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	-	

Note 1: For identity, please annotate whether the person is a director, independent director, or other.

Note 2: For any committee member who fulfills the relevant condition(s) 2 years before being elected or during the term of office, please provide the ✓ sign in the field next to the corresponding condition(s).

- (1) Not employed by the Company or an affiliated business.
- (2) Not a director or supervisor of the Company or an affiliated business. This does not apply in cases where the person is an independent director of the Company, its parent company, or a subsidiary where the Company holds, directly and indirectly, more than 50% of the voting shares.
- (3) Not a natural person shareholder who holds more than 1% of issued shares or is ranked top 10 in terms of the total quantity of shares held, including the shares held in the name of the person's spouse, minor children, or others.
- (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship in the 3 preceding items.
- (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds more than 5% of the total number of issued shares of the Company or is ranked top 5 in terms of quantity of shares held.
- (6) Not a director (member of the governing board), supervisor (member of the supervising board), managerial officer, or shareholder holding more than 5% of shares of a specified company or institution that has a financial or business relationship with the Company.
- (7) Not a professional individual or owner, partner, director (member of the governing board), supervisor (member of the supervising board), or managerial officer of a sole proprietorship, partnership, company, or institution that provides commercial, legal, financial, accounting, or consultation services to the Company or to any affiliated business, or spouse thereof.
- (8) Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.

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Operations of Remuneration Committee

(1) The Company has a Remuneration Committee composed of 3 members.

(2) The duration of the current term of service is from May 31, 2022 to May 30, 2025. In the recent year, a total of three Remuneration Committee meetings (A) were held. The following lists member qualifications and presence at these meetings:

Attendance members of Remuneration Committee and presence at these meetings:					
Title	Name	Actual presence (B)	Frequency of proxy attendance	Rate of actual presence (%) (B / A) (Note)	Remarks
Committee chair	Huang Tung-Rung	3	—	100%	
Member	Chen, Chao Lungh	2	1	66%	
Member	Huang Chun-Ping	3	—	100%	
The term/date of Remuneration Committee meetings		The content of proposal and follow up		Meetings’ resolution	Follow-up of Remuneration Committee opinions by the Company
The fifth term, the first times Remuneration Committee meetings 2022.12.28		1. Bonus distribution rules of the Company and distribution amount of managers. 2. The salary structure and payment amount of managers in 2022. 3. 2022 Compensation of Employees and 2022 Compensation of Directors.		All members of Remuneration Committee meetings agreed.	Proposal board meeting by Remuneration Committee meetings and all directors agreed.
The fifth term, the second times Remuneration Committee meetings 2023.5.9		Discussion of distribution of the 2022 Compensation of Employees, Directors and Supervisors proposed by Remuneration Committee		All members of Remuneration Committee meetings agreed.	Proposal board meeting by Remuneration Committee meetings and all directors agreed.
The fifth term, the third times Remuneration Committee meetings 2023.12.27		1. Bonus distribution rules of the Company and distribution amount of managers. 2. The salary structure and payment amount of managers in 2023. 3. 2023 Compensation of Employees and 2023 Compensation of Directors.		All members of Remuneration Committee meetings agreed.	Proposal board meeting by Remuneration Committee meetings and all directors agreed.
Other items that shall be recorded:					
一、 If the Board of Directors chooses not to adopt or revise recommendations proposed by the Salary and Remuneration Committee, the date of the Directors’ Meeting, session, contents discussed, results of meeting resolutions, and the Company’s disposition of opinions provided by the Salary and Remuneration Committee shall be described in detail (also, where the salary and remuneration approved by the Directors’					

Meeting is better than that recommended by the Salary and Remuneration Committee, the differences and the reason for the approval shall be described in detail): None.

- 二、 Where resolutions of the Salary and Remuneration Committee include a dissenting or qualified opinion that is on record or stated in a written statement, the date, session, contents discussed, opinions from every member, and disposition of the members' opinions shall be described in detail: None.