

Orient Semiconductor Electronics Limited

Annual work priorities and operations of the Remuneration Committee in 2023

◆Operations and Duties

1. Establishing and periodically reviewing the performance assessment standards, and the policies, systems, standards, and structure for the compensation of the directors and managerial officers of the Company.
2. Periodically assessing the degree to which performance goals for the directors and managerial officers of the Company have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards.

◆Annual work priorities and operations of the Remuneration Committee :

Remuneration Committee	Motion contents and further handling	Resolution	The Company's response to the Audit Committee's opinions.
The 5th term Sixth meeting (2023.02.22)	<ol style="list-style-type: none"> 1. 2022 remuneration distribution for Employees and Directors. 2. Revision of the "Remuneration Measures for Directors and Members of Functional Committee" . 	All attending members approved the motion without any dissenting opinion	Was submitted to the Board Meeting and all attending Directors have approved
The 5th term Seventh meeting (2023.04.26)	<ol style="list-style-type: none"> 1. The remuneration package for managers in 2023. 2. 2022 annual remuneration distribution to Directors. 3. Managerial officer compensation and remuneration as well as position adjustment. 	All attending members approved the motion without any dissenting opinion	Was submitted to the Board Meeting and all attending Directors have approved
The 5th term Eighth meeting (2023.10.25)	<ol style="list-style-type: none"> 1. 2023 remuneration distribution for Employees and Directors. 	All attending members approved the motion without any dissenting opinion	Was submitted to the Board Meeting and all attending Directors have approved

◆ The Remuneration Committee held 3 meetings (A) in 2023:

Title	Name	Attendance in person (B)	By proxy	Rate of attendance in person (%) (B / A)	Note
Convener	Ching-Tien Tsai	3	0	100%	
Member of the Committee	Jerry Chiou	3	0	100%	
Member of the Committee	Chia-Hua Hsu	3	0	100%	