

Dyaco International Inc.

2022 Operations of the Compensation Committee

- Committee Member Term: May 28, 2020 to May 27, 2023.
- The Committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the Board of Directors for discussion.
 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.
 2. Periodically assessing and setting the types and amounts of the compensation of the directors and managerial officers.
 3. Two Remuneration Committee meetings were convened in 2022 (A). The members' qualification and attendance status are as follows.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate in Person (%) 【 B / A 】	Note
Chair	Hsieh, Chang-Hung	2	-	100%	Re-appointed on May 28, 2020
Member	Wang, Kai-Li	2	-	100%	Re-appointed on May 28, 2020
Member	Chen, Shih-Hsin	2	-	100%	Re-appointed on May 28, 2020

4. Other required notes for the meetings:

- (1) In the event of either of the following situations, dates, sessions, motions, resolutions of the meetings, and the Company' s responses to the Remuneration Committee' s opinions should be noted:

Remuneration Committee Meeting Date	Resolution
The 6 th meeting of the 4 th Remuneration Committee on March 31, 2022	(1). Approval of 2021 distribution of employees' and directors' compensation.
	Resolution of the Remuneration Committee: Except members recused themselves from the discussion and voting, the chair put the motion before all members present at the meeting and none voiced an objection.
	The Company' s responses to the Remuneration Committee' s opinions: Except directors recused themselves from the discussion and voting, other directors present at the meeting approved based on the resolution of the Remuneration Committee.
The 7 th meeting of the 4 th Remuneration Committee on December 23, 2022	(1). Approval of 2023 compensation structure.
	(2). Approval of directors' and managers' compensation.
	(3). Approval of 2022 distribution of managers' annual bonus.
	(4). Approval of 5 th transfer of treasury shares to managers and employees.
	Resolution of the Remuneration Committee: Except members recused themselves from the discussion and voting, the chair put the motion before all members present at the meeting and none voiced an objection.
The Company' s responses to the Remuneration Committee' s opinions: Except directors recused themselves from the discussion and voting, other directors present at the	



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	meeting approved based on the resolution of the Remuneration Committee.
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(2) If the Board of Directors refuses to adopt or modifies a recommendation by the Remuneration Committee, Board meeting dates, sessions, motions, resolutions of the meetings, and the Company's responses to the Remuneration Committee's opinions shall be noted (If the compensation approved by the Board of Directors is better than that suggested by the Remuneration Committee, the differences and reasons shall be stated): None.

(3) If, with respect to any resolution of the Remuneration Committee, any member had a dissenting opinion or qualified opinion which was documented or issued through written statements, Remuneration Committee meeting dates, sessions, motions, all members' opinions and the handling thereof shall be noted: None.

(4) Evaluation of the Remuneration Committee

The Company conducted an evaluation of the Company's functional committee at the end of the year and the Remuneration Committee members were assessed on the following four aspects:

- A. Involvement in the Company's operations.
- B. Awareness of the Remuneration Committee's duties.
- C. Enhancement of the quality of the Remuneration Committee's decision-making.
- D. Makeup of the Remuneration Committee and election of members.

The weighted average score for the 2022 overall performance of the Board of Directors was 5 out of 5 and is expected to report the result to the Board at its first quarter meeting in 2023.