

**Operation of the Remuneration Committee:**

- (1) The Company's 2023 Annual General Shareholders' meeting re-elects the directors. The 4<sup>th</sup> Remuneration Committee has four members, consisting of four independent directors.
- (2) Term of office of the 4<sup>th</sup> member: From May 31, 2023 to May 30, 2026, the Remuneration Committee held 3 meeting in recent year (2025)(A). The qualifications and attendance of the members are as follows:

Title	Name	Attendance in Person (B)	Times of proxy attendance	Attendance Rate (%) (B/A)	Remark
Convener	Tian-Dao Liu	3	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Dai-Huang Kuo	3	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Hsing-Wen Wang	3	0	100.00%	Re-elected, re-election date: May 31, 2023
Member	Min-Hsiung Pan	2	0	66.66%	Newly elected, election date: May 31, 2023

**Other required disclosure:**

- I. If the Board of Directors chooses not to adopt suggestions proposed by the Remuneration Committee, the date of the Board meeting, session, contents discussed, resolutions, and the Company's disposition of opinions provided by the Remuneration Committee shall be described in detail: None.
- II. For the decisions made by the Remuneration Committee, if there are documented records of members who veto or withhold from expressing the comment, the date, term, agenda, all members' comments, and the measures for handling these comments shall be elaborated: None.
- III. The Remuneration Committee shall exercise the due care of a good administrator and perform the following duties abide by its obligations and rights:
1. Regularly review the Organizational Procedures and propose amendments.
  2. Establishing and regularly reviewing the annual and long-term performance targets and compensation policies, systems, standards and structures of the Directors, Supervisors, and managers of the Company.
  3. Regularly evaluating the performance targets of the Company's Directors, Supervisors and managers, and establishing the content and amount of their remuneration.
- IV. The important resolutions of the Remuneration Committee are as follows:
1. The 4<sup>th</sup> meeting of the 4<sup>th</sup> term of Remuneration Committee on February 27, 2025  
Proposal: (a) Proposal on the Company's 2023 Distribution Plan of Remunerations for Employees and Directors.

Resolution result: All the members of the Remuneration Committee passed the resolution without objection.

2. The 5<sup>th</sup> meeting of the 4<sup>th</sup> term of Remuneration Committee on August 8, 2025

Proposal: (a) Ratification of the Company's manager salary adjustment

Resolution result: All the members of the Remuneration Committee passed the resolution without objection.

3. The 6<sup>th</sup> meeting of the 4<sup>th</sup> term of Remuneration Committee on December 12, 2025

Proposal: (a) Proposal on the Company's 2024 remuneration distribution for directors.

(b) Reviewed the year-end performance bonus allocation plan for the Company's managers.

Resolution result: All the members of the Remuneration Committee passed the resolution without objection.