

2025 Operations of the Remuneration Committee

1. Committee Member Term: The 2nd Term from May 28, 2020 to May 27, 2023. The 3rd Term from May 26, 2023 to May 25, 2026.
2. 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. Three Remuneration Committee meetings were convened in 2025 (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	Wang, Kai-Li	3	-	100%	Re-appointed on May 26, 2023
Member	Tu, Chi-Yao	3	-	100%	Appointed on May 26, 2023
Member	Wang, Chih-Cheng	3	-	100%	Re-appointed on May 26, 2023
Member	Wu, Jiin-Po	3	-	100%	Appointed on May 26, 2023

4. Other required notes for the meetings:

- (1) 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.
- (2) 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.
- (3) The resolutions of the Compensation Committee and the Company' s action:

Remuneration Committee Meeting Date	Resolution
The 4 th meeting of the 5 th Remuneration Committee on February 12, 2025	(1). Review of the sixth transfer of treasury shares to managers and employees. (2). Review of the allocation of subscription rights for managers and employees in connection with the Company' s 2025 cash capital increase and issuance of new shares.
	Resolution of the Remuneration Committee: The relevant managers recused themselves from participation in the discussion and voting on matters in which they had a personal interest. Upon inquiry by the Chair, and with no objections raised by any of the committee members present, the proposal was approved as submitted
	The Company' s responses to the Remuneration Committee' s opinions: The Company implemented in accordance with the resolution.

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The 5 th meeting of the 5 th Remuneration Committee on March 12, 2025	Review of the Company's proposal for the distribution of employee and director remuneration for 2024
	Resolution of the Remuneration Committee: All Corporate remuneration committee members present at the meeting approved.
	The Company's responses to the Remuneration Committee's opinions: The Company implemented in accordance with the resolution.
The 6 th meeting of the 5 th Remuneration Committee on December 12, 2025	(1). Review of the various compensation items proposed to be implemented in 2026.
	(2). Review of the compensation of directors and managers.
	(3). Review of the distribution of year-end bonuses to managers.
	Resolution of the Remuneration Committee: All Corporate remuneration committee members present at the meeting approved.
	The Company's responses to the Remuneration Committee's opinions: The Company implemented in accordance with the resolution.

5. 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:

- (1). Involvement in the Company's operations.
- (2). Awareness of the Remuneration Committee's duties.
- (3). Enhancement of the quality of the Remuneration Committee's decision-making.
- (4). Makeup of the Remuneration Committee and election of members.

The weighted average score for the 2025 overall performance of the Board of Directors was 5 out of 5 and was reported to the Board at its first quarter meeting in 2026