

Formosa Saint Jose Corp. Remuneration Committee Charter

Article 1 (Purpose and Legal Basis)

For the purpose of establishing a sound remuneration system for the Company' s Directors and managerial officers, these Remuneration Committee Charter (hereinafter referred to as the "Charter") is formulated in accordance with Article 3 of the Regulations Governing the Establishment and Exercise of Powers by Remuneration Committees of Companies Whose Shares Are Listed on a Stock Exchange or Traded on an Over-the-Counter Market (hereinafter referred to as the "Regulations Governing the Powers of the Remuneration Committee"), and shall serve as the basis for compliance.

Article 2 (Scope of Application)

Unless otherwise provided by applicable laws and regulations or the Articles of Incorporation, matters relating to the powers and duties of the Company' s Remuneration Committee (hereinafter referred to as the "Committee") shall be governed by this Charter.

Article 3 (Public Disclosure and Reference)

The Company shall publish the content of this Charter on the Company' s website and the Market Observation Post System for public reference.

Article 4 (Functions of the Committee)

The functions of the Committee are to evaluate, from a professional and objective standpoint, the compensation policies and systems for the Company' s directors and managers, and to submit recommendations to the Board of Directors for its reference in decision-making.

Article 5 (Composition of the Committee)

The Committee shall consist of at least three members, who shall be appointed by resolution of the Board of Directors. A majority of the Committee members shall be independent directors.

The professional qualifications and independence of the Committee members shall comply with the requirements set forth in Articles 5 and 6 of the Regulations Governing the Appointment and Exercise of Powers by the Compensation

Committee.

Article 6 (Term of Office and By-election of the Committee)

The term of office of the Committee members shall be the same as that of the Board of Directors by which they are appointed.

In the event that a Committee member is dismissed for any reason, resulting in the number of Committee members falling below three, the Company shall convene a meeting of the Board of Directors within three months from the date of occurrence to appoint replacements.

However, if an independent director who is a Committee member is dismissed and no other independent director is available, the Company may, prior to the by-election of independent directors in accordance with applicable regulations, temporarily appoint a person who does not possess independent director qualifications to serve as a member of the Compensation Committee, and shall appoint an independent director as such member after the by-election is completed.

Article 7 (Scope of Responsibilities)

The Committee shall, with the care of a prudent manager, faithfully perform the following powers and duties, and submit its recommendations to the Board of Directors for discussion:

1. Periodically review this Charter and propose amendments as necessary.
2. Establish and periodically review the performance evaluation criteria for the Company's directors and managerial officers, including annual and long-term performance goals, as well as the policies, systems, standards, and structures for their remuneration, and disclose the content of the performance evaluation criteria in the annual report.
3. Periodically assess the achievement of performance goals by the Company's directors and managerial officers, and, based on the results of the performance evaluation in accordance with the established criteria, determine the content and amount of their individual remuneration. The annual report shall disclose the individual performance evaluation results of directors and managerial officers, as well as the content and amount of their individual remuneration, and explain the relationship and reasonableness of remuneration in relation to the

evaluation results, which shall also be reported to the shareholders' meeting.

In performing the powers and duties set forth in the preceding paragraph, the Committee shall adhere to the following principles:

1. To ensure that the Company's compensation arrangements comply with applicable laws and regulations and are sufficient to attract and retain outstanding talent.
2. The performance evaluation and compensation of directors and managerial officers shall be determined with reference to prevailing compensation levels in the industry, and shall take into consideration individual performance evaluation results, time commitment, scope of responsibilities, achievement of individual goals, performance in other positions, compensation granted by the Company to persons in comparable positions in recent years, as well as the degree of alignment and reasonableness between individual performance, the Company's operating performance, and future risks, based on the achievement of the Company's short-term and long-term business objectives and its financial condition.
3. Compensation arrangements shall not induce directors or managerial officers to engage in activities exceeding the Company's risk appetite in pursuit of compensation.
4. The proportion of remuneration linked to short-term performance for directors and senior managerial officers, as well as the timing of payment of variable compensation, shall be determined with due consideration of industry characteristics and the nature of the Company's business.
5. The content and amount of compensation for directors and managerial officers shall be determined with due regard to reasonableness. The determination of such compensation should not materially deviate from the Company's financial performance. In the event of a significant decline in profitability or sustained losses, the compensation of directors and managerial officers should not exceed that of the preceding year. If compensation nevertheless exceeds that of the preceding year, the rationale and reasonableness thereof shall be disclosed in the annual report and reported at the shareholders' meeting.
6. Any Committee member shall abstain from participating in discussion and

voting on matters concerning the determination of his or her own compensation.

For the purposes of the preceding two paragraphs, the term “compensation” shall include cash remuneration, stock options, profit-sharing through equity participation, retirement benefits or severance payments, various allowances, and any other measures of a substantive incentive nature. The scope of such compensation shall be consistent with that prescribed for directors’ and managerial officers’ remuneration under the Regulations Governing Information to be Published in Annual Reports of Public Companies.

Where matters relating to the compensation of directors and managerial officers of the Company’ s subsidiaries, in accordance with the subsidiaries’ delegated authority framework, are required to be submitted to the Board of Directors of the Company for approval, such matters shall first be reviewed and recommended by the Committee before being submitted to the Board of Directors for deliberation.

Article 8 (Convening and Calling of Meetings)

The Committee shall convene meetings at least twice a year. When convening a meeting, the convener shall specify the purpose of the meeting and give notice to all Committee members at least seven (7) days in advance; provided, however, that in the event of an emergency, this requirement shall not apply.

The Committee shall elect from among its members an independent director to serve as the convener and chairperson of meetings. In the event that the convener is on leave or is unable to convene a meeting for any reason, the convener shall designate another independent director who is a member of the Committee to act on his or her behalf. Where there is no other independent director on the Committee, the convener shall designate another Committee member to act as proxy. If the convener fails to designate a proxy, the remaining Committee members shall elect one member to act as proxy.

Article 9 (Agenda Setting)

The agenda for meetings of the Committee shall be prepared by the convener. Other Committee members may also propose items for discussion by the Committee.

The meeting agenda shall be provided to all Committee members in advance.

When the Committee convenes a meeting, the Company shall prepare a sign-in roster for attending members to record their attendance for reference.

Committee members shall attend Committee meetings in person. If a member is unable to attend in person, he or she may appoint another Committee member as proxy to attend on his or her behalf. Participation in a meeting via video conference shall be deemed attendance in person.

Where a Committee member appoints another member as proxy to attend a Committee meeting, a written proxy shall be issued for each meeting and shall specify the scope of authorization with respect to the matters to be convened.

A proxy may accept a proxy from only one Committee member.

Article 10 (Method of Resolution)

Resolutions of the Committee shall be adopted upon the approval of a majority of all Committee members. Where, upon inquiry by the chairperson of the Committee during deliberation, no objection is raised, the proposal shall be deemed approved, and such approval shall have the same legal effect as a resolution adopted by vote.

The results of the foregoing resolutions shall be announced at the meeting and duly recorded in the meeting minutes.

Article 10-1 (Recusal Due to Conflict of Interest)

Where the Compensation Committee deliberates on matters relating to the compensation of any of its members, such member shall disclose the material details of his or her interest at the relevant meeting. If there is a likelihood that such interest may prejudice the interests of the Company, the member concerned shall not participate in the discussion or voting on such matters, shall recuse himself or herself during the discussion and voting, and shall not act as proxy for any other Compensation Committee member in exercising voting rights.

Article 11 (Meeting Minutes)

The proceedings of the Committee shall be recorded in meeting minutes. The minutes shall accurately and comprehensively set forth the following matters:

1. The session number of the meeting and the time and place of the meeting.

2. The name of the chairperson.
3. The attendance status of members, including the names and number of members present, on leave, or absent.
4. The names and titles of attendees in a non-voting capacity.
5. The name of the minute taker.
6. Matters reported.
7. Matters discussed: the method of resolution and results for each proposal; the names of members whose own compensation matters were involved pursuant to the preceding Article, the content of such compensation, and the circumstances of recusal; and any dissenting or qualified opinions expressed by members.
8. Extraordinary motions: the name of the proposer; the method of resolution and results; summaries of statements made by members, experts, and other attendees; the names of members whose own compensation matters were involved pursuant to the preceding Article, the content of such compensation, and the circumstances of recusal; and any dissenting or qualified opinions expressed by members.
9. Other matters required to be recorded.

The attendance roster of the Committee shall constitute an integral part of the meeting minutes. Where a Committee meeting is convened by video conference, the audio and visual records thereof shall also form part of the meeting minutes.

The meeting minutes shall be signed or sealed by the chairperson of the meeting and the minute taker, and shall be distributed to the Committee members within twenty (20) days after the meeting. The minutes shall also be submitted to the Board of Directors for recordation, included among the Company's important records, and retained for a period of five (5) years. The preparation and distribution of the meeting minutes may be conducted in electronic form.

Where litigation relating to matters of the Committee arises prior to the expiration of the foregoing retention period, the relevant records shall be preserved until the

conclusion of such litigation.

Article 12 (Implementation of Meeting Resolutions)

With respect to matters resolved by the Committee pursuant to the powers and duties set forth in Article 7, or the subsequent execution of matters following a resolution adopted in accordance with Paragraph 2 of Article 13, such as the appointment of professional personnel, the Committee may authorize the convener or other Committee members to carry out the follow-up implementation. During the course of implementation, written reports shall be submitted to the Committee. Where necessary, such matters shall be submitted to the Committee at its next meeting for ratification or reporting.

Article 13 (Resources for the Exercise of Powers)

When the Committee convenes a meeting, it may request the Company's directors, managers of relevant departments, internal auditors, certified public accountants, legal counsel, or other personnel to attend the meeting and provide necessary information. However, such persons shall withdraw during deliberation and voting.

Upon resolution, the Committee may appoint attorneys, certified public accountants, or other professional advisors to conduct necessary reviews or provide consultations in connection with the exercise of its powers and duties, and the related expenses shall be borne by the Company.

Article 14 (Effectiveness)

This Charter shall come into effect upon approval by the Board of Directors. The same shall apply to any amendments hereto.

Article 15

This Charter was established on June 25, 2024.

The first amendment hereto was adopted on August 28, 2024.