

Formosa Saint Jose Corp.

Regulations Governing the Operations of the Compensation Committee

Article 1 (Purpose)

For the purpose of establishing a sound compensation system for the Company' s directors and managerial officers that complies with applicable laws and regulations and is aligned with the Company' s operating performance, these Regulations are formulated in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies and the Regulations Governing the Establishment and Exercise of Powers by the Compensation Committee of Companies Listed on a Stock Exchange or Traded Over-the-Counter, as a basis for compliance.

Article 2 (Scope of Application)

Matters relating to the powers and duties of the Company' s Compensation Committee (hereinafter referred to as the "Committee"), unless otherwise provided by applicable laws or the Articles of Incorporation, shall be governed by the Company' s Charter of the Compensation Committee and these Regulations.

Article 3 (Operating Procedures)

1. The Company shall publish the contents of the Charter of the Compensation Committee on the Company' s website and on the Market Observation Post System (MOPS) for public reference.
2. The functions of the Committee are to evaluate, in a professional and objective manner, the compensation policies and systems for the Company' s directors and managerial officers, and to submit recommendations to the Board of Directors as a reference for its decision-making.
3. The Committee shall consist of at least three (3) members, who shall be appointed by resolution of the Board of Directors, and a majority of the members shall be independent directors. The professional qualifications and independence of the Committee members shall comply with the provisions of the Charter of the Compensation Committee.

The term of office of the Committee members shall be the same as that of the Board of Directors that appointed them. Where any Committee member is

dismissed for any reason, resulting in the number of members falling below three (3), the Board of Directors shall convene a meeting to appoint replacements within three (3) months from the date of occurrence. However, if an independent director member is dismissed and there is no other independent director, the Company may, prior to the election of a new independent director in accordance with applicable regulations, appoint a person who does not possess independent director qualifications to serve as a Committee member, and shall reappoint the member after the independent director election.

Upon the appointment or any change of the Committee members, the Company shall make a public announcement and filing on the information reporting website designated by the competent authority within two (2) days from the date of occurrence.

4. The Committee shall convene at least two (2) meetings each year. When convening a meeting, the purpose of the meeting shall be specified and notice shall be given to all Committee members at least seven (7) days in advance; provided, however, that this requirement shall not apply in the event of an emergency. Notice of convening a Compensation Committee meeting may be given in writing, by electronic mail, or by facsimile.

The Committee shall elect from among its members an independent director to serve as the convener and chairperson of meetings. Where 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 the Committee has no other independent director, 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.

5. The agenda for Committee meetings 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 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. Where 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; provided that each member may accept a proxy from only one member. 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.

6. Where the Committee deliberates on matters relating to the compensation of any of its members, such member shall disclose the relevant information at the meeting. If there is a likelihood that such matters 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 member in exercising voting rights.
7. Resolutions of the Committee shall be adopted upon the approval of a majority of all Committee members. Where, upon inquiry by the chairperson during deliberation, no objection is raised, the proposal shall be deemed approved, and such approval shall have the same effect as a resolution adopted by vote. The results of the foregoing resolutions shall be announced at the meeting and duly recorded.
8. The proceedings of the Committee shall be recorded in meeting minutes, and the contents of such minutes shall comply with the provisions of the Charter of the Compensation Committee.
9. When the Committee convenes a meeting, it may request directors, managers of relevant departments of the Company, 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.

10. Matters resolved by the Committee, including the appointment of professionals pursuant to Article 10 of these Organizational Rules, and the

related follow-up implementation work, may be authorized to the Convener or other members of the Committee for further handling. During the implementation period, a written report 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 4 (Key Control Points)

1. Meetings of the Remuneration Committee shall be convened in accordance with the required frequency stipulated in the Organizational Rules of the Remuneration Committee and applicable laws and regulations.
2. Relevant materials for agenda items of the Remuneration Committee shall be prepared in advance of the meeting and made available to Committee members for review.
3. The qualifications of members of the Remuneration Committee shall comply with applicable laws and regulations, and such members shall be appointed by resolution of the Board of Directors.
4. Minutes of meetings of the Remuneration Committee shall be prepared in accordance with the Organizational Rules of the Remuneration Committee and applicable laws and regulations, fully recording all required matters, and shall be properly retained for reference within the prescribed period.
5. Matters resolved and approved by the Remuneration Committee shall have the related recommendations submitted to the Board of Directors for deliberation.
6. Except as otherwise provided by applicable laws and regulations or the Company's Articles of Incorporation, resolutions of the Remuneration Committee shall require the approval of more than one-half of all Committee members.

Article 5

This Operational Procedure shall take effect upon approval by the Board of Directors, and the same shall apply to any amendments thereto.

Article 6

This Operational Procedure was established on June 25, 2024.