

## Remuneration Committee

### I. Establishment of the Remuneration Committee

To reinforce the principles of corporate governance, the Company established its Remuneration Committee on August 28, 2024 in accordance with the Company's Remuneration Committee Charter. The composition of the Committee is as follows:

Inauguration Date	Convener	Members
August 28, 2024	Chen Chun-Chih	Chen Wei-Li, Shih Mai

*Note: The committee consists of three independent directors. Their term is aligned with that of the Board of Directors.*

### II. Primary Responsibilities of the Remuneration Committee:

1. Establishing and periodically reviewing the policies, systems, standards, and structures for performance evaluation and remuneration of directors and managerial officers.
2. Regularly evaluating and determining the remuneration and bonus distribution for directors and managerial officers.
3. Assessing proposals for managerial salary adjustments and promotions.
4. Reviewing the scope of managerial positions applicable under the remuneration policy.
5. Summarizing reports on all current compensation and benefits.

### III. Operation of the Remuneration Committee:

In fiscal year 2025, the Remuneration Committee held two (3) meetings, with a 100% attendance rate by all members. The matters discussed and resolutions adopted are as follows:

Date	Attendees	Discussion Items	Resolution
2025.4.24 2nd Term— 2nd Meeting	All the members	1. Review of the proposal for employee compensation and directors' remuneration for fiscal year 2024.	All attending committee members approved the proposal without

		<ol style="list-style-type: none"> <li>2. Review of the proposal for managerial salary adjustments for fiscal year 2025.</li> <li>3. Proposal to amend the “Regulations Governing the Salaries and Remuneration of Directors and Managers.”</li> </ol>	objection.
2025.8.12 2nd Term— 3rd Meeting	All the members	<ol style="list-style-type: none"> <li>1. Review of the proposed revisions to employee compensation and directors’ remuneration for fiscal year 2024, and the distribution of managerial bonuses.</li> </ol>	All attending committee members approved the proposal without objection.
2025.12.10 2nd Term— 4th Meeting	All the members	<ol style="list-style-type: none"> <li>1. Proposal to amend the Company’s “Regulations Governing the Salaries and Remuneration of Directors and Managers.”</li> <li>2. Proposal to determine managerial year-end bonuses for fiscal year 2025.</li> <li>3. Proposal to amend the Company’s position grade and job level table.</li> <li>4. Proposal regarding the promotion of Company supervisor.</li> <li>5. Proposal regarding the resignation of Company manager and the payment of severance benefits.</li> <li>6. Proposal to adjust the Remuneration Committee’s work plan for fiscal year 2025.</li> <li>7. Proposal to formulate the work plan for fiscal year 2026.</li> </ol>	All attending committee members approved the proposal without objection.