Remuneration Committee

1. The committee members shall be appointed by resolution of the board of directors. The committee shall not be fewer than three members, more than one half of whom shall be the independent directors.

2. There are 3 members of the Remuneration Committee.

3. The 6th term of office: 2024/07/30 to 2027/05/29.
The 6th term Remuneration Committee held meetings 2 times in 2024.
Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Yang, Pan-Chyr	2	0	100%	
Member	Ko, Fu-Hwa	2	0	100%	
Member	Hsieh, Yin-Ching	2	0	100%	

The 6th term Remuneration Committee held meetings 3 times in 2025.
Attendance status of members is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate (%)	Remarks
Convener	Yang, Pan-Chyr	3	0	100%	
Member	Ko, Fu-Hwa	3	0	100%	
Member	Hsieh, Yin-Ching	3	0	100%	

4. Periodically review the performance assessment and remuneration:

4.1 The committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the board of directors.

(1) Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors and managerial officers.

(2) Periodically evaluate and prescribe the remuneration of directors and managerial officers.

4.2 When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:

(1) With respect to the performance assessment and remuneration of directors and managerial personnel of the Company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.

(2) It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the Company may tolerate.

(3) It shall take into consideration the characteristics of the industry and the nature of the company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior management and the time for payment of the variable part of remuneration.

(4) No member of the committee may participate in discussion and voting when the committee is deciding on that member's individual compensation.

4.3 The Committee of Remuneration of the Company and the Board of Directors review the directors' and officers' remuneration policy in a timely manner based on the actual operating conditions and relevant laws and regulations. In order to promote the realization of ESG (environment, society, governance) goals, ensure that the decisions and behaviors of directors and officers are consistent with the company's ESG goals, and encourage directors and officers to pay attention to ESG performance, the Company has linked ESG performance evaluation results with the remuneration of directors and officers, and formulated ESG-related indicators as the basis for evaluation. The Board of Directors will supervise the implementation of this policy, regularly evaluate the implementation of the policy and make adjustments and optimizations as needed. In this way, directors and officers are encouraged to actively participate in promoting the Company's sustainable development, achieving ESG goals, enhancing the company's reputation and competitiveness, and attracting partners and investors who focus on sustainable development.

5. The discussion item and resolution results of the Remuneration Committee, and the Company's action to the advices of the Remuneration Committee:

Date	Content of proposals	Resolution results	The Company's action to the advices of the Remuneration Committee
Apr. 19, 2023	1. Approve the distribution of 2022 directors' remuneration and officers' compensation. 2. Approve 2023 officers' salary adjustments.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Oct. 19, 2023	1. Approve 2023 year-end bonus principle for officers.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Apr. 18, 2024	1. Approve the distribution of 2023 directors' remuneration and officers' compensation. 2. Approve 2024 officers' salary adjustments.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Jul. 25, 2024	1. Election of the convener and chairman of the 6th term Remuneration Committee.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.

Date	Content of proposals	Resolution results	The Company's action to the advices of the Remuneration Committee
Oct. 29, 2024	1. Approve 2024 year-end bonus distribution for officers.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Feb. 26, 2025	1. Approve the distribution of 2024 directors' remuneration and officers' compensation. 2. Approve 2025 officers' salary adjustments. 3. To approve the Company's Articles of the Employee Stock Ownership Association. 4. Proposal for the issuance of 2025 new restricted employee shares.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Jul. 31, 2025	1. To amend the Company's Issuance Rules of 2025 New Restricted Employee Shares. 2. The list of eligible recipients and number of shares for new restricted employee shares for directors and officers.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.
Oct. 28, 2025	1. Approve 2025 year-end bonus distribution for officers.	Approved by all members of the committee.	Processed as the resolution results of the remuneration committee.