

## Composition, Responsibilities and Operations of the Remuneration Committee

### 1. Duties of Remuneration Committee

The purpose of the operation of remuneration committee is to enhance corporate governance and risk management, as well as motivate and retain talents, and evaluate and invigilate the compensation and remuneration system for the directors and managers. According to the regulations, more than half of the members of the remuneration committee shall be the independent directors, and the entire members shall elect an independent director as the convener and chairman of the meeting.

The company's remuneration committee consists of three independent directors. The committee is operating under the "Remuneration Committee Charter", the meeting shall be convened twice per year, and with the following duties:

- (1) Regular review on the "Remuneration Committee Charter" and provides opinions of amendment.
- (2) Establishing and regular review on the annual and long-term performance goals of the directors and managers, as well as the policies, system, standard and structure of the remuneration and compensation.
- (3) Regular evaluation on the performance status of the directors and managers performance goals and determine the content and amount of individual compensation and remuneration.

### 2. Professional Qualifications and Independence Analysis of Remuneration Committee Members

Identity	Criteria	Professional qualifications and experience	Independent status	Number of Other Public Companies in which the Individual is Concurrently Serving as a Remuneration Committee Member
	Name			
Independent Director (Convener)	Feng-Hsien Shih	For members professional qualification, experience and independence, please refer to Director's information" on page 10-11 of this Annual Report.		None
Independent Director	Wan-Ping Chen			1
Independent Director	Pin-Chi Wei			None

### 3. Operation condition of the Remuneration Committee

- (1) There are 3 members of the Remuneration Committee.
- (2) The term of the current members of the Remuneration Committee: June 10, 2022 to June 09, 2025.

The Convener of the Committee convened 2 meetings in 2024. The Committee members' qualification and attendance are as follows.

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Convener	Feng-Hsien Shih	2	0	100%	
Member	Wan-Ping Chen	2	0	100%	
Member	Pin-Chi Wei	2	0	100%	

Other mentionable items:

1. In 2024, the company conducted 2 meetings on February 26 and November 6.  
The discussion items were as follows:
  - The annual remuneration for employees and directors.
  - Amendments its Charter.All of the above matters were reviewed or approved by the Committee.
2. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee: None.
3. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing: None.