

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

As of December 31, 2025

Criteria Name/Title	Professional qualifications and experience	Independent status	Number of Other Public Companies in which the Individual is Concurrently Serving as a Remuneration Committee Member
Shun-Te Wen(Convener) Independent Director	For members professional qualification, experience and independence, please refer to Director's information on page 4~8 in Annual Report.	1. All the Committee members meet the requirements of Article 14-6 of "Securities and Exchange Act" and the requirements of "Regulations Governing the Appointment and Exercise of Powers by the Compensation Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" (Note) issued by Taiwan's Financial Supervisory Commission	2
Yu-Hsien Lee Independent Director		2. None of the Committee members, their spouses, and relatives within the second degree of kinship do not serve as directors, supervisors, or employees of the Company or affiliated companies.	0
Kuei-Yuan Wang Independent Director		3. None of the Committee members, as well as his/her spouse and minor children do not hold any shares of the Company. 4. None of the Committee members serve as directors, supervisors, or employees of any company that has a specific relationship with the Company. 5. None of the Committee members have received compensation or benefits for providing to the Company or its affiliates: (1) any audit service; or (2) commercial, legal,	2

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: May 29, 2025 to May 28, 2028.

The Convener of the Committee convened 2 meetings in 2025. The Committee members' qualification and attendance are as follows.

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Convener	Shun-Te Wen	1	0	100%	New Appointment (Note 1)
Member	Yu-Hsien Lee	1	0	100%	New Appointment (Note 1)
Member	Kuei-Yuan Wang	1	0	100%	New Appointment (Note 1)
Convener	Feng-Hsien Shih	1	0	100%	Term expired (Note 2)
Member	Wan-Ping Chen	1	0	100%	Term expired (Note 2)
Member	Pin-Chi Wei	1	0	100%	Term expired (Note 2)

Annotations:

1. In 2025, the company conducted 2 meetings on February 24 and August 5.
The discussion items were as follows:
 - The annual remuneration for employees and directors.
 - Directors and executive officers compensation structure and performance evaluation system review.The members of the Committee unanimously approved all the resolutions, and the Board of Directors approved all such resolutions recommended by the Committee
2. The Board of Directors adopted all recommendations of the Committee without modification.
3. There were no written or otherwise recorded resolutions on which any member of the Committee had an objection or reservation opinion.

Note 1: Newly appointed on May 29, 2025. The director was eligible to attend 1 board meetings this year.

Note 2: The term expired on May 29, 2025. The director was eligible to attend 1 board meetings this year.