Information of Operation Status of Remuneration Committee

1. The Company’s Remuneration Committee consists of 3 members.

The Remuneration Committee is responsible for assisting the Board of Directors in formulating and evaluating the Company's overall compensation and benefits policies. Based on a comprehensive consideration of factors such as business performance, individual performance, industry standards, and future risks, the Committee establishes performance evaluation criteria and remuneration policies for directors and managerial officers and conducts periodic assessments. For details on the Remuneration Committee Charter, please refer to the Company's website. According to the laws of the Republic of China, members of the Remuneration Committee are appointed by the Board of Directors.

2. Term of office of the current Committee members:

- 5th Term: From November 4, 2021 to June 12, 2024.
- 6th Term: From June 20, 2024 to June 11, 2027.

The Remuneration Committee held 5 meetings (A) in the most recent year. The qualifications and attendance of each member are as follows:

<table>
<tr><th>Title</th><th>Name</th><th>No. of meetings attended in person (B)</th><th>No. of meetings attended by proxy</th><th>In-person attendance Rate (%) (B/A)</th><th>Remark</th></tr>
<tr><td colspan="6">5th Term</td></tr>
<tr><td>Convener</td><td>Yea-Kang Wang</td><td>3</td><td>0</td><td>100%</td><td rowspan="3">Re-elected on Nov. 4, 2021</td></tr>
<tr><td>Member</td><td>Cheng-Ping Yu</td><td>3</td><td>0</td><td>100%</td></tr>
<tr><td>Member</td><td>Tian-Wei Shi</td><td>3</td><td>0</td><td>100%</td></tr>
<tr><td colspan="6">6th Term</td></tr>
<tr><td>Convener</td><td>Tian-Wei Shi</td><td>2</td><td>0</td><td>100%</td><td rowspan="3">Re-elected on June 20, 2024</td></tr>
<tr><td>Member</td><td>Cheng-Ping Yu</td><td>2</td><td>0</td><td>100%</td></tr>
<tr><td>Member</td><td>Nai-Ming Liu</td><td>2</td><td>0</td><td>100%</td></tr>
</table>

Other matters that shall be recorded:

1. In the event where the Remuneration Committee’s proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the proposal, the resolution of the board of directors, and how the company had handled the Remuneration Committee’s proposals (describe the differences and reasons, if any, should the board of directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): None.
2. Should any member object or express qualified opinions to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the proposal, the entire members’ opinions, and how their opinions were addressed, the resolutions resolved in 2024 were as follows:

Remuneration Committee Meeting	Agenda Items and Resolution Results	Company's Handling of Remuneration Committee Opinions
5th Term, 8th Meeting January 12, 2024	Agenda: Proposal for the distribution of 2023 year-end bonuses for directors, functional committee members, and senior executives. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
	Agenda: Proposal to revise the incentive bonus distribution standards for all personnel (including managerial officers) for the first three quarters of 2024. Resolution: After the chair consulted all attending members, the revised wording was approved as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
5th Term, 9th Meeting February 29, 2024	Agenda: Proposal for salary adjustment for all company personnel (including managerial officers). Resolution: After the chair consulted all attending members, the revised wording was approved as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
	Agenda: Proposal to amend the Company's "Compensation Guidelines for Directors, Functional Committee Members, and Senior Executives." Resolution: After the chair consulted all attending members, the revised wording was approved as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
5th Term, 10th Meeting May 2, 2024 024	Agenda: Proposal for salary adjustment for promoted senior executives. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors. All attending directors approved the promotion of the two individuals. Hsin-Tung Tsai, being an immediate family member of Director Hsien-Chin Tsai, recused himself from voting due to conflict of interest.
	Agenda: Proposal for remuneration of newly appointed senior executives. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
	Agenda: Proposal for retirement pension for former Chairman Cheng-Hai Hung. Resolution: All committee members agreed to submit two proposed retirement pension plans to the Board of Directors.	Submitted to the Board of Directors. Chairman Cheng-Hai Hung recused himself from voting due to conflict of interest. The rest of the attending directors approved the pension payment calculated in accordance with the old Labor Standards Act pension formula. If Q2 operational performance meets the standards set in the "2024 Quarterly Performance Bonus Guidelines," a quarterly performance bonus may also be granted.

Remuneration Committee Meeting	Agenda Items and Resolution Results	Company's Handling of Remuneration Committee Opinions
	Agenda: Proposal for retirement pension for former General Manager Chun-Chin Tsai of the Fabric Business Unit. Resolution: All committee members agreed to submit two proposed retirement pension plans to the Board of Directors.	Submitted to the Board of Directors. Director Hsien-Chin Tsai, being a second-degree relative, recused himself from voting. The rest of the attending directors approved the pension payment calculated in accordance with the old Labor Standards Act pension formula. If Q2 operational performance meets the standards set in the "2024 Quarterly Performance Bonus Guidelines," a quarterly performance bonus may also be granted.
	Agenda: Proposal for retirement pension for Deputy General Manager of Finance and Accounting Jen-Chieh Lo. Resolution: All committee members agreed to submit two proposed retirement pension plans to the Board of Directors.	Submitted to the Board of Directors. Director Jen-Chieh Lo recused himself from voting due to conflict of interest. The rest of the attending directors approved the pension payment calculated in accordance with the old Labor Standards Act pension formula. If Q2 operational performance meets the standards set in the "2024 Quarterly Performance Bonus Guidelines," a quarterly performance bonus may also be granted.
6th Term, 1st Meeting June 28, 2024	Agenda: Proposal for salary adjustment for Chairman Shu-Wen Wang. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors. Chairman Shu-Wen Wang recused himself from voting due to conflict of interest. The rest of the attending directors approved the proposal.
	Agenda: Proposal for salary adjustment for Vice Chairman Kun-Tang Chen. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors. Vice Chairman Kun-Tang Chen recused himself from voting due to conflict of interest. The rest of the attending directors approved the proposal.
	Agenda: Proposal for salary adjustment for General Manager Jui-Ting Hung. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors. Director Jui-Ting Hung recused himself from voting due to conflict of interest. The rest of the attending directors approved the proposal.
	Agenda: Proposal for compensation of the Corporate Governance Officer. Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.
6th Term, 2nd Meeting August 8, 2024	Agenda: Proposal to amend the Company's "Compensation Guidelines for Directors, Functional Committee Members, and Senior Executives." Resolution: All committee members agreed to approve the proposal as submitted.	Submitted to the Board of Directors and approved unanimously by all attending directors.

Note:

(1) Date of resignation is shown for members of the Remuneration Committee who had resigned prior to the close of the financial year. The percentage of actual attendance (%) is calculated

based on the number of Remuneration Committee meetings held and the number of meetings actually attended during active duty.

(2) If a re-election of Remuneration Committee members had taken place prior to the close of the financial year, members of both the previous and the current Remuneration Committee will be listed; in which case, the remarks column will specify whether the committee member was elected in the previous board, the new board, or both. The percentage of actual (proxy) attendance (%) will be calculated based on the number of Remuneration Committees held during active duty and the number of actual (proxy) attendance.