# 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: 6th Term: From June 20, 2024, to June 11, 2027. The Remuneration Committee held 3 meetings (A) in the most recent year. The qualifications and attendance of each member are as follows:

| Title | Name | No. of meetings attended in person (B) | No. of meetings attended by proxy | In-person attendance Rate (%) (B/A) | Remark |
|---|---|---|---|---|---|
| Convener | Tian-Wei Shi | 3 | 0 | 100% | Re-appointed on June 20, 2024 |
| Member | Cheng-Ping Yu | 3 | 0 | 100% | Re-appointed on June 20, 2024 |
| Member | Nai-Ming Liu | 3 | 0 | 100% | Newly appointed on June 20, 2024 |

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 2025 were as follows:

| Remuneration Committee Meeting | Agenda Items and Resolution Results | Company's Handling of Remuneration Committee Opinions |
|---|---|---|
| 6th Term, 3rd Meeting January 16, 2025 | Agenda: Proposal for salary adjustment for all company personnel (including managerial officers).<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Submitted to the Board of Directors and approved unanimously by all attending directors. |
| | Agenda: Salary Adjustment of Assistant Vice President, Lien-Tsai Chen.<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Submitted to the Board of Directors and approved unanimously by all attending directors. |

| Remuneration Committee Meeting | Agenda Items and Resolution Results | Company's Handling of Remuneration Committee Opinions |
|---|---|---|
| | Agenda: Proposal to establish the incentive bonus distribution standards for all personnel for each of the first three quarters of 2025.<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Submitted to the Board of Directors and approved unanimously by all attending directors. |
| | Agenda: Proposal for the distribution of 2024 year-end bonuses for directors, functional committee members, and senior executives.<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Approved by the Board of Directors; the interested director recused from voting due to a conflict of interest. |
| 6th Term, 4th Meeting<br>February 27, 2025 | Agenda: Amendments to the “Salary Management Regulations.”<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Submitted to the Board of Directors and approved unanimously by all attending directors. |
| | Agenda: Implementation of Employee Stock Ownership Trust”<br>Resolution: All members unanimously agreed to pass the proposal without objection. | Submitted to the Board of Directors and approved unanimously by all attending directors. |
| 6th Term, 5th Meeting<br>August 8, 2025 | Agenda: Proposal to amend the Company’s “Compensation Guidelines for Directors, Functional Committee Members, and Senior Executives.”<br>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 “2025 First Three Quarters Operating Performance Bonus Regulations.”<br>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. |

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.