■ Remuneration committee operation status:

1. Remuneration committee consists of three members.
2. The term of office of this session is from 21th June, 2024 to 20th June, 2027.
3. Annual remuneration committee meeting is hold three times in 2026 (As of 23th June, 2026). The qualifications and attendance of the committee are as follows:

Position	Name	Attendance	Proxy	Attendance (%)
Convener	JHENG, EN-CIH	3	0	100.00%
Member	WU, JHE-HONG	3	0	100.00%
Member	WU, LI-JHU	3	0	100.00%

■ Decision made by Remuneration committee：

Remuneration committee	Proposal and after treatment	Result	Company comment on the result
First time in 2026 2026.01.23	Performance bonus to the Company’s chairperson and managers	All of the members give assent and consent	Propose it in broad of direct meeting and all of the directs attended give assent and consent
Second time in 2026 2026.03.09	1. The allocation of employee remuneration and director's remuneration for 2025. 2. The Company pay for the remuneration to Directors for 2025.	All of the members give assent and consent	Propose it in broad of direct meeting and all of the directs attended give assent and consent
Third time in in 2026 2026.06.23	1. The distribution of grassroots employee remuneration. 2. The distribution of manager remuneration. 3. Proposal of adjustment of monthly salary payment to company managers. 4. The distribution of director's remuneration. 5. To revise some provisions of the Company's " Employee Bonus Payment Measures". 6. To revise some provisions of the Company's " Salary Payment and Adjustment Measures".	All of the members give assent and consent	Propose it in broad of direct meeting and all of the directs attended give assent and consent