

■ 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 second times in 2026 (As of 9th March, 2026).  
The qualifications and attendance of the committee are as follows:

| Position | Name          | Attendance | Proxy | Attendance (%) |
|----------|---------------|------------|-------|----------------|
| Convener | JHENG, EN-CIH | 2          | 0     | 100.00%        |
| Member   | WU, JHE-HONG  | 2          | 0     | 100.00%        |
| Member   | WU, LI-JHU    | 2          | 0     | 100.00%        |

■ Decision made by Remuneration committee :

| Remuneration committee            | Proposal and after treatment   | Result                                     | Company comment on the result   |
|-----------------------------------|--|--|---|
| First time in 2026<br>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<br>2026.03.09 | 1. The allocation of employee remuneration and director's remuneration for 2025.<br>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 |