Information on the operation of the Remuneration Committee

(1) The Remuneration Committee of the company has 3 members.

(2) The term of office: June 27, 2024 to May 27, 2027. The Remuneration Committee held 4 meetings (A) in 2025, of which the attendance is as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate % (B/A) (Note)	Note
Convener	Yang, Wendy	4	0	100.00%	
Member	Kuo, Ping-Chen	4	0	100.00%	
Member	Kuan, Hsu-Chiang	4	0	100.00%	

Other matters to be recorded:

1) If the Board of Directors does not adopt the recommendation of the Remuneration Committee, the date, session, content of the proposal, resolution, and response to the opinions of the Remuneration Committee should be stated. If the remuneration approved by the Board of Directors is better than the recommendation of the Remuneration Committee, then the difference and reasons should be also stated: None.

2) For resolutions of the Remuneration Committee, if there are members who have objections or reservations to the proposal and there are records or written statements, then the date, session, content of the proposal, opinions of all members, and response to the opinions should be stated: Not applicable.

3) Communication and Resolutions in 2025:

Date/Session	Proposal	Results
The 4th Session of the 6th Remuneration Committee January 16, 2025	1. Year-end bonuses for the chairman and directors. 2. Proposal for the Retirement Compensation of Deputy General Manager Kuan Yu-Hua.	Reviewed and approved. Submitted to the Board of Directors for approval.
The 5th Session of the 6th Remuneration Committee February 27, 2025	2024 compensation to employees and directors.	Reviewed and approved. Submitted to the Board of Directors for approval.
The 6th Session of the 6th Remuneration Committee August 7, 2025	Payment of 2024 Directors' Remuneration.	Reviewed and approved. Submitted to the Board of Directors for approval.
The 7th Session of the 6th Remuneration Committee November 11, 2025	Establishment of the Company's Policy on Executive Compensation and ESG-Related Performance	Reviewed and approved. Submitted to the Board of Directors for approval.