

The Implementation Status of the Remuneration Committee

The Company's Remuneration Committee is responsible for periodically reviewing the Company's directors' and managers' performance assessment standards, the annual and long-term performance goals, and the policies, systems, standards and structure of remuneration. Also, periodically assessing the degree to which performance goals for the directors and managerial officers of the Company have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards.

Information on the meeting status of the Remuneration Committee

1. There are three members in the Remuneration Committee of the Company.
2. The term of office: From June 28, 2024 to May 30, 2027.
3. Attendance: During the period from January 1, to October 31, 2025, the Remuneration Committee met twice and all members were present at the meetings in person.

There were two meetings held for the Remuneration Committee in 2025, with the following attendance:

Position	Name	Attendance in Person	Attendance by proxy	Attendance Rate in Person (%)	Remarks
Convener	Cho, Shih-Chao	2		100%	
Committee member	Weng, Wen-Chi	2		100%	
Committee member	Yeh, Kaili	2		100%	