

Remuneration Committee Operations– FY 2025

©Attendance Rate Calculation (A total of 5 meetings held (A))

Title	Name	Meetings Attended 【B】	Proxies	Attendance Rate 【B/A】	Remarks
Convener and Chairperson (sixth Term)	Huang Ming-You	2	0	100%	
Member	Lin Wen Yuan	2	0	100%	
Member	Chen Chun-Chi	2	0	100%	
Average attendance rate				100%	

Title	Name	Meetings Attended 【B】	Proxies	Attendance Rate 【B/A】	Remarks
Convener and Chairperson (seventh Term)	Chen Chun-Chi	3	0	100%	
Member	WANG LIN-HUI	3	0	100%	
Member	CHEN YANG LIN	3	0	100%	
Average attendance rate				100%	

©Resolution Status

Remuneration Committee Meeting Date	Meeting Session	Proposal Content	Remuneration Committee Resolution Result	Company's Response to the Remuneration Committee's Opinion
2025/03/11	The 7th Meeting of the 6th Term	Report items only; no discussion items.	None.	None.
2025/04/11	The 8th Meeting of the 6th Term	Deliberation on the proposal for distribution of employee compensation and directors' remuneration for the year 2024.	The proposal was approved with unanimous consent of all committee members.	The proposal was submitted to the Board of Directors for discussion and was approved as proposed.
		Ratification of the remuneration for the Company's managerial officers.	The proposal was approved with unanimous consent of all committee members.	The proposal was submitted to the Board of Directors for discussion and was approved as proposed.
2025/05/26	The 1st Meeting of the 7th Term	Election of the Convener and Chairperson of the 7th Term Remuneration Committee.	For the current term, upon nomination by Committee Member Mr. CHEN YANG LIN and with unanimous consent of all attending members as confirmed by the Chairperson, Mr. Chen Chun-Chi was elected as Convener and Chairperson.	None.
2025/08/08	The 2nd Meeting	Review of the Company's "Performance Evaluation and	The proposal was approved with	The proposal was submitted to the

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	of the 7th Term	Compensation Management Guidelines for Directors and Managers" is submitted for discussion.	unanimous consent of all committee members.	Board of Directors for discussion and was approved as proposed.
		The appointment of the Company's managerial officer is submitted for ratification.	Upon review by the Chairperson and all attending committee members, the implementation was found to be in compliance with the regulations and was unanimously approved without objection.	The proposal was submitted to the Board of Directors for discussion and was approved as proposed.
2025/11/10	The 3th Meeting of the 7th Term	Proposal to amend the Company's "Regulations Governing Performance Evaluation and Remuneration of Directors and Managerial Officers."	Upon consultation by the Chairperson with all attending committee members, the proposal was approved without objection.	The proposal was submitted to the board of directors for discussion and recognition, and it was passed as proposed.
		Proposal to establish the Company's "Policy on Linking ESG Sustainability Performance with the Remuneration of Senior Executives."	Upon consultation by the Chairperson with all attending committee members, the proposal was approved without objection.	The proposal was submitted to the board of directors for discussion and recognition, and it was passed as proposed.
		Proposal to ratify the promotion and remuneration adjustment of managerial officers appointed by the Company.	Upon consultation by the Chairperson with all attending committee members, the proposal was approved without objection.	The proposal was submitted to the board of directors for discussion and recognition, and it was passed as proposed.
		Proposal to formulate the performance evaluation criteria for senior executives for 2025.	Upon consultation by the Chairperson with all attending committee members, the proposal was approved without objection.	The proposal was submitted to the board of directors for discussion and recognition, and it was passed as proposed.
		Proposal to discuss the year-end bonuses for the Chairman and managerial officers for 2025.	Upon consultation by the Chairperson with all attending committee members, the proposal was approved without objection.	The proposal was submitted to the board of directors for discussion and recognition, and it was passed as proposed.