

## Operations of the Remuneration Committee

This Committee shall perform relevant duties and powers in accordance with the provisions of relevant laws and regulations, and review the salary and remuneration policies (including but not limited to salary, stock options and other measures with substantial incentives) and systems of the Company's directors and managers in a professional and objective position.

The Remuneration Committee has convened 3 meetings in 2025. The qualifications and attendance of the members are as follows:

Title	Name	Attendance in Person	By Proxy	Actual attendance rate (%)	Remark
Independent Director (Convener)	Wang, Tay-Chang	3	-	100%	Resigned from the position of Convener on March 27, 2025
Independent Director (Convener)	Chang, Yen-Shu	3	-	100%	On board on March 27, 2025
Independent Director	Tsai, Jin-Pau	-	-	-	Resign on March 27, 2025
Independent Director	Hsieh, Shang-Hsien	3	-	100%	
Independent Director	Change, Chi-Feng	-	-	-	Resign on March 27, 2025

Remuneration Committee Meeting Date	Content of Proposal	Resolution
5-1 2025/04/07	<ul style="list-style-type: none"> <li>● Proposal for the remuneration and benefits for the Chief Commercial Officer.</li> </ul> <ol style="list-style-type: none"> <li>1. Proposal for the remuneration and benefits for the Vice President of Operations.</li> </ol>	No comments
5-2 2025/05/07	<ul style="list-style-type: none"> <li>● Proposal for FY2024 bonus for managerial officers.</li> </ul> <ol style="list-style-type: none"> <li>1. Proposal for FY2024 bonus for managerial officers.</li> </ol>	No comments
5-3 2025/06/27	<ol style="list-style-type: none"> <li>1. Proposal for the Company's 2025 Cash Capital Increase subscription list for the eligible employees.</li> </ol>	No comments