

# Remuneration Committee Material Resolutions in 2025

## 1. Attendance records of the Remuneration Committee:

(1) The Company's Remuneration Committee is comprised of 3 members.

(2) Term for the current committee members: From June 4, 2024 to June 3, 2027. The Remuneration Committee totally held 6 meetings in 2025.

Title	Name	Attended in Person	Attended by Proxy	Attendance Percentage (%)	Remarks
Convener	Te-Pin Chi	5	1	83	Re-elected on 2024/6/4
Member	Tien-Chun Tsai	6	0	100	Re-elected on 2024/6/4
Member	I-Ming Chen	6	0	100	Appointed on 2024/6/4

## 2. Material Resolutions:

Date	Proposals	Resolution of Remuneration Committee	Company's Handings of Remuneration Committee Member's Opinion
2025.01.17	<ol style="list-style-type: none"> <li>Employees and Directors Compensation Ratio for 2024.</li> <li>Amendment to the "Procedures for Directors' Remuneration".</li> <li>Adjusting President's Compensation and Remuneration Standards.</li> <li>Chairman and Managerial Officers' Bonuses for 2024.</li> </ol>	Proposal passed by the Remuneration Committee.	<p>1~3. Directors approved the proposal unanimously.</p> <p>4. Mr. Yu-Heng Chiao recused in the discussion and did not participate in discussion and voting. All other directors approved the proposal unanimously.</p>
2025.02.20	<ol style="list-style-type: none"> <li>Employees and Directors Compensation Amount for 2024.</li> <li>Managerial Officers' Bonuses for the Second Half of 2024.</li> </ol>	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2025.03.28	<ol style="list-style-type: none"> <li>Defining the Scope of Non-Executive Employees.</li> <li>The Compensation of Managerial Officers for 2024.</li> <li>The Compensation of Directors for 2024.</li> </ol>	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2025.05.05	<ol style="list-style-type: none"> <li>President's Salary Adjustment for 2025.</li> </ol>	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.

Date	Proposals	Resolution of Remuneration Committee	Company's Handings of Remuneration Committee Member's Opinion
2025.07.01	1. Issuance of New Shares through Cash Capital Increase – Share Subscription Plan for Managerial Officers for 2025.	Proposal passed by the Remuneration Committee.	Directors approved the proposal unanimously.
2025.08.07	1. Managerial Officers' Salary Adjustment and Bonuses for the First Half of 2025. 2. Chairman's Fixed Remuneration.	Proposal passed by the Remuneration Committee.	1. Directors approved the proposal unanimously. 2. Mr. Yu-Heng Chiao recused in the discussion and did not participate in discussion and voting. All other directors approved the proposal unanimously.