

Operational Status of the Remuneration Committee

Remuneration Committee Responsibility

The Company's Remuneration Committee diligently performs its duties with the care of a good administrator, faithfully fulfilling the following responsibilities and submitting its recommendations to the Board of Directors for discussion:

1. Formulating and regularly reviewing policies, systems, standards, and structures for the performance evaluation and Remuneration of directors and managerial officers.
2. Periodically assessing and determining the Remuneration of directors and managerial officers.

Operational Status

1. The company's Remuneration Committee consists of **four** members.
2. The current term of the committee members is from May 29, 2025, to May 28, 2028.
3. In 2025, the Remuneration Committee has held **four** meetings (A). The attendance of the committee members is as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate in Person (%)	Notes
Independent Director	Hilo Chen	4	0	100%	Committee Chair; Re-appointed at 2025 Board Meeting
Independent Director	Rose Tsou	4	0	100%	Re-appointed at 2025 Board Meeting
Independent Director	Paul Yang	2	0	100%	Newly Appointed at 2025 Board Meeting
Independent Director	Feng Zhu	2	1	50%	Newly Appointed at 2025 Board Meeting
Independent Director	Shih, Chin-Tay	2	1	50%	2025 Retired
Independent Director	Steve K. Chen	2	0	100%	2025 Retired

Notes :

1. There was no recommendation of the Remuneration Committee which was not adopted or was modified by the Board of Directors in 2025.
2. There were no written or otherwise recorded resolutions on which a member of the Remuneration Committee had a dissenting opinion or qualified opinion.
3. Discussion subjects and resolutions of Remuneration Committee :

Meeting Date	Agenda Items	Resolutions
2025.02.27	1. Approval of the allocation of 2024 employee and director remuneration.	Approved as proposed and submitted to the Board of Directors for approval.
2025.04.30	1. Approval of the allocation of employee stock options for 2025.	Approved as proposed and submitted to the Board of Directors for approval.
2025.07.29	1. Approval of the achievement status of the 2022–2025 Long-Term Incentive (LTI) Plan. 2. Approval of allocation of the 2025 Restricted Stock Awards (RSA) to employees.	Approved as proposed and submitted to the Board of Directors for approval.
2025.10.30	1. Approval of the 2022–2025 Long-Term Incentive (LTI) Plan.	Approved as proposed and submitted to the Board of Directors for approval.