

**(IV) Remuneration Committee Meeting Status**

## 1. Information of Remuneration Committee members

MARCH 24,2026

Title (Note 1)	Criteria	Professional Qualification and Experience (Note 2)	Independence Status (Note 3)	Number of compensation committee member position concurrently held at other public offering companies
	Name			
Independent Director Convener	Tsang-Der, Ni	With more than 30 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.	1. Including himself, none of his spouse, relatives within the second degree of kinship is a director, supervisor or manager of the Company or its affiliates. 2. The number and proportion of shares of the Company not held by self, spouse, relatives within the second degree of kinship (or under the name of others). 3. Not being a director, supervisor or employee of a company with a specific relationship with the Company (as stipulated in Article 6, Paragraph 1, Paragraphs 5~8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange). 4. No remuneration received for business, legal, financial or accounting services provided by the Company or its affiliates in the last three years.	0
Independent Director	Chuan-Kuo, Yang	With more than 40 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.		0
Independent Director	Hung-Chu, Hsu	With more than 40 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.		0

Note 1. Please specify the related seniority, professional qualifications, experiences, and independence of each Remuneration Committee member in the Table. In the Title field, each member is specified either as independent director or other (please mark the role of convener, if any)

Note 2: Professional qualifications and experience: Please specify the professional qualifications and experience for each member of the Remuneration Committee.

Note 3: Compliance with the independence requirements: Please specify the Remuneration Committee members' compliance of independence, including but not limited to, whether they or their spouses or

relatives within the second degree of kinship serve as directors, supervisors, supervisors or employees in the Company or any of its affiliates; the number and percentage of the Company's shares held in their own names or names of the spouses, relatives within the second degree of kinship (or proxy shareholder); whether they serve as directors, supervisors, or employees in any company engaged in specific relationship with the Company (please refer to the subparagraphs 5–8, Paragraph 1 of Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of remuneration received in the last three years for providing commercial, legal, financial, accounting or other professional services to the Company and its affiliates.

2. Status of Remuneration Committee meetings

- (1) There are three members on the Remuneration Committee of the Company.
- (2) The current term of the Remuneration Committee members is from June 01, 2023 to May 31, 2026. The Remuneration Committee held four meetings (A) in the most recent year and the qualifications and attendance record of members are as follows:

Job title	Name	Number of actual attendance(B)	Number of attendance by proxy	Actual attendance rate (%) (B/A)	Remarks
Convener	Tsang-Der, Ni	6	0	100%	
Member	Chuan-Kuo, Yang	6	0	100%	
Member	Hung-Chu, Hsu	6	0	100%	

Other issues to be noted:

- I. If the board meeting does not adopt or amends the recommendation of the Remuneration Committee, state the date, period, content of the proposal, resolution results of the board meeting, and the Company's handling of the opinions of the Remuneration Committee (if the compensation adopted by the board meeting is better than the proposal of the Remuneration Committee, state the difference and reason): None.
- II. In case of any objection or reservation of any member to the resolution of the Remuneration Committee with a record or written statement in place, please state the date, period, proposal content, opinions of all members and the handling of the opinions of the members:

Meeting date	Proposal Contents	Resolution
January 10, 2025 7th meeting of the 5th term	Approved the 2024 year-end bonuses	All members attended the meeting agreed to adopt the proposal without any other opinions, and then the proposal was submitted to the board of directors for discussion and approved by all directors present without any objection.
February 21, 2025 8th meeting of the 5th term	Approved amendments to some provisions of the company's "Articles of Association" Approved the payment of employee and director remuneration for 2024	
May 02, 2025 9th meeting of the 5th term	Approved to adjust the general manager's salary	
May 19, 2025 10th meeting of the 5th term	Approved Disbursement of Directors' Remuneration for 2024 Approved Payment of 2024 employee compensation to directors or managers Approved Payment of 2024 employee compensation to personnel with grassroots employee status	
January 10, 2026 11th meeting of the 5th term	Approved the 2025 year-end bonuses	
March 03, 2026 12th meeting of the 5th term	Approved the payment of employee and director remuneration for 2025	