

1. Organization of Compensation Committee

The committee members shall exercise the care of a good manager, faithfully perform the following duties, be responsible to the Board of Directors, and submit their proposals for discussion.

(1) Establish and regularly review policies, systems, standards, and structures for evaluating directors' and executives' performance and compensation.

(2) Regularly evaluate and determine the compensation of directors and executives.

- The Company's Compensation Committee was established on May 30, 2022, with three members.
- The (second-term) committee member's term of office is from May 30, 2022, to May 29, 2025.

2. Disclosure of independent directors' list, professional qualifications, and independent information

Condition Name	Professional qualifications and experience	Information on the independence of independent directors	Number of independent directors concurrently serving as other public offering companies
Independent Director: Zhang Rong Ming (Note 2)	Master of Accounting, University of Oklahoma (City), USA Certified Public Accountant of Qinye Zhongxin United Accounting Firm	1. Whether the undersigned, their spouse, or relatives within the second degree of kinship serve as directors, supervisors, or employees of the Company or its affiliated enterprises: No.	3
Independent Director: Xue Rong Sheng (Note 2)	MBA from the University of Leicester, UK TSMC director Consultant of United Renewable Energy Co., Ltd.	2. The number and proportion of the Company's shares held by the undersigned, their spouse, or relatives within the second degree of kinship (or in	-

Independent Director: Guo Zi Hong (Note2)	Ph.D. in Business Administration, Taipei University Assistant Professor, Department of Business Administration, Kai Nan University Lecturer, Department of Business Administration, Te-Ling Institute of Technology Manager, Chunghwa Creation Investment Co., Ltd. Chairman, Dataguru Co., Ltd. Manager, E-commerce Department, Solomon Technology Corp. Officer, Information Technology Division, Institute for Information Industry Assistant Professor, Department of Marketing and Distribution Management, Pingtung University	the name of others): None. 3. Whether the undersigned serves as a director, supervisor, or employee of any company with a specific relationship with the Company: No. 4. The amount of remuneration received from providing business, legal, financial, accounting, or other services to the Company or its affiliated enterprises in the past 2 years: None.	-
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Note1 : None of the circumstances specified in Article 30 of the Company Law °

Note2 : Concurrently serves as a member of the Remuneration Committee, Audit Committee, and Integrity Management Committee.

3. Annual Work Focus of the Compensation Committee

The function of our company's compensation committee is to evaluate the compensation policies and systems for our company's directors and managers professionally and objectively. The committee holds at least two meetings annually and may convene meetings as necessary to provide suggestions to the board of directors for decision-making reference. The committee also regularly reviews the performance of our company's directors and managers and the policies regarding their compensation.

4. The recent meetings, reviews, and evaluations of the compensation committee of our company regarding the compensation information are as follows :

Date	Terms	Agenda Items	Resolution
2022.03.14	The 8th meeting of the 1st session of the Remuneration Committee.	The distribution plan for employee and director compensation for 2021.	I was approved with no objections from the attending committee members.
2022.04.19	The 9th meeting of the 1st session of the Remuneration Committee.	Company personnel change proposal	Approved with no objections from the attending committee members.
2022.06.15	The 1st meeting of the 2nd session of the Remuneration Committee.	Proposal for the distribution of employee remuneration by the company's management for 2021.	Approved with no objections from the attending committee members.
2022.12.26	The 2nd meeting of the 2nd session of the Remuneration Committee.	<ol style="list-style-type: none"> 1. Review the policy, system, standard, and structure of the work performance goals and salary rewards of managers in the company for 2022. 2. The year-end performance bonus plan for managers and executive directors of the company for 2022. 3. Revised policy on performance evaluation and salary rewards for directors and managers in the company. 	It was approved with no objections from the attending committee members.
2023.03.14	The 3rd meeting of the 2nd session of the Remuneration Committee.	The distribution plan for employee and director compensation for 2022 in our company.	It was approved with no objections from the attending committee members.

2023.06.02	The 4th meeting of the 2nd session of the Remuneration Committee.	Proposal for the distribution of employee remuneration by the company's management for 2022.	It was approved with no objections from the attending committee members.
2023.08.09	The 5th meeting of the 2nd session of the Remuneration Committee.	Promotion case for the company's audit supervisor.	It was approved with no objections from the attending committee members.
2023.11.07	The 6th meeting of the 2nd session of the Remuneration Committee.	<ol style="list-style-type: none"> 1. Revision proposal for specific articles of the "Employee Stock Subscription Regulations for Cash Capital Increase" of the company. 2. Allocation proposal for managerial staff employee stock subscription in the company's first cash capital increase for 2023. 	It was approved with no objections from the attending committee members.
2023.12.25	The 7th meeting of the 2nd session of the Remuneration Committee.	<ol style="list-style-type: none"> 1. Review the managers' performance goals and the policies, systems, standards, and structure for their compensation for 2023. 2. Proposal for the year-end performance bonuses for the managers and executive directors of the company for 2023. 3. Proposal for personnel changes within the company. 	It was approved with no objections from the attending committee members.
2024.03.13	The 8th meeting of the 2nd session of the Remuneration Committee.	The distribution plan for employee and director compensation for 2023.	It was approved with no objections from the attending committee members.
2024.06.12	The 9th meeting of the 2nd session of the Remuneration Committee.	Proposal for the distribution of employee remuneration by the company's management for 2023.	It was approved with no objections from the attending committee members.
2024.11.12	The 10th meeting of the 2nd session of the Remuneration Committee.	Proposal for the Salary Adjustment for the Chairman and Managers for the Year 2024	It was approved with no objections from the attending committee members.

2024.12.25	The 11th meeting of the 2nd session of the Remuneration Committee.	Company's 2024 Year-End Performance Bonus Proposal for Managers and Executive Directors	It was approved with no objections from the attending committee members.
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