

1. Organization of the Remuneration Committee

The members of the Committee shall perform their duties with the duty of care of a good administrator and in good faith, and shall be accountable to the Board of Directors. All proposals and recommendations made by the Committee shall be submitted to the Board of Directors for deliberation.

The duties and responsibilities of the Committee include the following °

- (1) Establishing and regularly reviewing the policies, systems, standards, and structure for the performance evaluation and remuneration of directors and managers.
- (2) Regularly evaluating and determining the remuneration of directors and managers °
 - The Company' s **Remuneration Committee** was established on **May 30, 2022**, and initially consisted of **three members** °
 - The term of office of the **third-term Committee** is from **May 22, 2025 to May 21, 2028**, and the Committee consists of **four members** °

2. The list of directors and independent directors, their professional qualifications, and information on the independence of independent directors

Name	Condition	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. 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	1
Independent Director: Xue Rong Sheng (Note 2)		MBA from the University of Leicester, UK TSMC director Consultant of United Renewable Energy Co., Ltd.		-

<p>Independent Director: Guo Zi Hong (Note2)</p>	<p>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</p>	<p>the name of others): None.</p> <p>3. Whether the undersigned serves as a director, supervisor, or employee of any company with a specific relationship with the Company: No.</p> <p>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.</p>	<p>-</p>
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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 Key Focus Areas of the Remuneration Committee

The functions of the Company' s Remuneration Committee are to evaluate the remuneration policies and systems for directors and managers in a professional and objective manner. The Committee shall convene at least two meetings each year, and may convene meetings at any time as necessary. The Committee submits its recommendations to the Board of Directors for reference in decision-making.

In addition, the Committee regularly reviews the performance evaluation and remuneration policies for the Company' s directors and managers. °

4. Meetings, Reviews, and Evaluation of the Company' s Remuneration Information by the

Remuneration Committee in the Most Recent Year :

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	Promotion case for the company's audit supervisor.	It was approved with no objections from the attending

Date	Terms	Agenda Items	Resolution
	Remuneration Committee.		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. 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. 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.

Date	Terms	Agenda Items	Resolution
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.
2025.03.04	The 12th meeting of the 2nd session of the Remuneration Committee.	1.Proposal for the distribution of employee compensation and directors' remuneration for fiscal year 2024. ° 2. Proposal to establish an Employee Stock Ownership Trust (ESOT). °	It was approved with no objections from the attending committee members.
2025.06.10	The 1th meeting of the 3rd session of the Remuneration Committee.	Proposal for the distribution of employee compensation to managers for fiscal year 2024.	It was approved with no objections from the attending committee members.
2025.12.26	The 2th meeting of the 3rd session of the Remuneration Committee.	Proposal for the year-end performance bonuses for managers and executive directors for fiscal year 2025.	It was approved with no objections from the attending committee members.