

3. Information on the operation of the Remuneration Committee

- (1) There are four members of the Remuneration Committee of the Company.
- (2) The term of office of the current members: August 8, 2025 to May 28 2028, the recent year (2025) the Remuneration Committee met 2 times (A), the qualifications and attendance of members are as follows:

and attendance of members are as follows:

Position	Name	Number of attendance in person (B)	Number of attendance by proxy	Attendance in person (%) (B / A) (Note)	Remarks		
Convenor	Wang, Jin Chun	2	0	100%			
Committee member	Chang, Kuo-Hsiung	2	0	100%			
Committee member	Lii, Yuan-shuh	2	0	100%			
Committee member	Yang, Fu-Quan	1	0	100%	Newly appointed on May 29, 2025.		
Committee member	Chan, Chia Chang	1	0	100%	Stepping down on May 29, 2025.		
Remuneration Committee		Content of Motion and Follow up		Resolution		The Company's treatment of the Remuneration Committee's opinion	
5th Session The 7th Meeting 2025.3.11		The distribution of the employees' and Directors' remuneration of 2024		Adopted by all attending members of the Remuneration Committee without objection.		Proposed to, and approved by all attended Board members	
6th Session The 1s th Meeting 2025.12.19		Regularly evaluate the remuneration of the Company's managers.		Adopted by all attending members of the Remuneration Committee without objection.		Handled in accordance with the resolution of the Committee.	
Other matters to be recorded:							
I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it should state the date, period, proposal content, resolution of the board, and its handling of the committee's opinions (if the remuneration approved by the board is better than the recommendation proposed by the committee, the difference and reasons should be stated): None.							
II. For the proposals by the Remuneration Committee. If any members have objections or reservations with records or written statements, the date, period, proposal content, the opinions of all members, its handling of the members' opinions should be stated: None.							