

Operation of Remuneration Committee

The 6th term for the members: May 31, 2024, to May 30, 2027; the 6th term of Remuneration Committee (A) has convened 3 meetings until Nov 11, 2025, and the qualifications and records of attendance of committee members are shown below:

Title Name	Title Name	Attendance (voting and non-voting) in Person (B)	Attendance by proxy	Attendance (voting and non-voting) rate (%) [B/A]
Independent Director (Convener)	Hsuan Chien-Shen	2	1	66.67
Independent Director	Shen Ling-Long	3	0	100.00
Independent Director	Chung Hui-Min	3	0	100.00

The 6th term of Remuneration Committee of the members

Category	Name	Education/ Experience	Other current positions
Convener	Hsuan Chien-Shen	<ul style="list-style-type: none"> • Project Manager, General Electric • Vice President, Pepsi Taiwan • Vice President, Sesoda Corporation • Vice President, Pen Holdings Taiwan • President of Overseas Operations, Admiral Oversea Corporation • President, TPV Technology Group • Ph.D. in Systems Engineering, New York Institute of Technology, USA • Master' s degree in System Engineering, Boston University, USA • Bachelor' s degree in Electrical Engineering, National Cheng Kung University 	<ul style="list-style-type: none"> • Chairman and CEO, TPV Technology Co., Ltd. • Director, Standard Foods Co., Ltd. • Chairman, Shanghai Standard Foods Co., Ltd. • Chairman, Standard Investment (China) Co., Ltd. • Chairman, Standard Foods (China) Co., Ltd. • Chairman, Standard Foods (Xiamen) Co., Ltd. • Chairman, Shanghai Le Bonta Wellness Co., Ltd. • Chairman, Shanghai Xin-Huo-Li Health Technology Co, Ltd.
Committee member	Shen Ling-Long	<ul style="list-style-type: none"> • Director of the Department of Insurance, Ministry of Finance • Chairman of Mega Asset Management Corp. • Chairman of Chung Kuo Insurance Co., Ltd. • Chairman of the Taiwan Asset Management Corporation • Chairman of Taiwan Cooperative 	<ul style="list-style-type: none"> • Vice Chairman, The Appacus Foundation

Category	Name	Education/ Experience	Other current positions
		Financial Holding Co., Ltd. and Taiwan Cooperative Bank <ul style="list-style-type: none"> Adjunct Professor, National Cheng Chi University PhD in Economics, University of Paris, France 	
Committee member	Chung Hui-Min	<ul style="list-style-type: none"> CEO, BioMed Executive MBA Program, NYCU Member of the Corporate Governance Evaluation Committee, Taiwan Stock Exchange Ph.D. in Economics, Michigan State University B.S. in Management Science, National Chiao Tung University 	<ul style="list-style-type: none"> Dean, College of Management, National Yang Ming Chiao Tung University (NYCU) Professor, Department of Information Management and Finance, NYCU Director, Executive MBA Program, NYCU Member of Management Committee, Industry Academia Innovation School, NYCU Editor, Review of Security and Futures Market Director, Taiwan Futures Exchange

Other matters that require reporting:

1. If the Board of Directors does not adopt or revise the recommendations of the compensation committee, it should describe the date of the Board meeting, term of the Board, agenda item, resolutions adopted by the Board, and actions taken by the company in response to the opinion of the compensation committee: None.
2. If a member opposes a resolution the Committee has adopted or has reservations with a written record or a statement, the date and session of the meeting, the resolution, opinions of all the members, and the handling of their opinions shall be indicated: None.
3. The discussion of the Remuneration Committee and the resolutions, and the company's processing of the members' opinions:

Meeting date	Term	Agenda item and resolutions
2025.03.12	1 st meeting in 2025	<p>Agenda item:</p> <ol style="list-style-type: none"> 1. The implementation of the company's 2024 remuneration plan for managers. 2. Proposal of discussion on the company's 2024 payment of the remuneration to the employees and directors. <p>Committee member' s opinions: No objections or qualified opinions.</p> <p>Resolution: The chair put the matter before all, and the proposal was approved as proposed by all members in attendance.</p>

Meeting date	Term	Agenda item and resolutions
		The company's response to Remuneration Committee opinions: The proposal to the Board of Directors was approved by all the present directors.
2025.11.11	2 nd meeting in 2025	<p>Agenda item:</p> <p>Proposal of discussion on the company's 2026 remuneration plan for managers.</p> <p>Committee members' opinions: No objections or qualified opinions.</p> <p>Resolution: The chair put the matter before all, and the proposal was approved as proposed by all members in attendance.</p> <p>The company's response to Remuneration Committee opinions: The proposal to the Board of Directors was approved by all the present directors.</p>