

Remuneration Committee Operations

6th Term of Committee Members:

May 26, 2022 – May 25, 2025.

During the most recent fiscal year (2025), the Remuneration Committee convened four times (A). Member qualifications and attendance were as follows:

Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) (B/A)	Remarks
Convener	Wang Wen-Tsung	4	0	100%	
Member	Wang Chin-Lai	4	0	100%	
Member	Lai Shan-Kuei	4	0	100%	
Other Required Disclosures: 1. If the Board of Directors did not adopt or amended the recommendations of the Remuneration Committee: None. 2. If any member expressed dissenting or qualified opinions on resolutions, with records or written statements: None.					

7th Term of Committee Members:

May 27, 2025 – May 26, 2028.

During the most recent fiscal year (2025), the Remuneration Committee convened once (A). Member qualifications and attendance were as follows:

Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) (B/A)	Remarks
Convener	Wang Chin-Lai	1	0	100%	
Member	Lai Shan-Kuei	1	0	100%	
Member	Lo Ming-Hsiu	1	0	100%	
Other Required Disclosures: 1. If the Board of Directors did not adopt or amended the recommendations of the Remuneration Committee: None. 2. If any member expressed dissenting or qualified opinions on resolutions, with records or written statements: None.					

Remuneration Committee Meetings in 2025

Dates, sessions, agenda items, resolutions, members’ opinions, and handling of such opinions:

Meeting Date / Session	Agenda Items and Follow-Up	Resolution	Members’ Opinions and Handling	Remarks
1st Meeting, Jan. 13, 2025	Remuneration package for the General Manager	All members approved.	Submitted to the Board of Directors and approved unanimously by attending directors.	
2nd Meeting, Feb. 26, 2025	1. Distribution of employee and director remuneration for FY2024; 2. Distribution of compensation for senior executives for FY2024; 3. Remuneration indicators for senior executives in FY2025; 4. Discussion of bonus and salary adjustment policy for senior executives in FY2025			
3rd Meeting, Apr. 28, 2025	Proposal to link senior executive remuneration to ESG performance			
4th Meeting, May 22, 2025	Retirement benefits for senior executives			
5th Meeting, Oct. 27, 2025	Proposed amendment to “Remuneration Policy for Directors and Committee Members”			