

Remuneration Committee

Professional Qualifications and Experience, the Focus of Work and Operation in 2025

1. Professional qualifications and experience of Independent Directors

Qualifications Independent Director	Professional qualifications and experience
Elaine Kung	Possessing CPA qualification in the Republic of China (Taiwan), the United States, and China. An expert in finance and tax planning in Taiwan and China. Once held the positions of President and CFO of Cite Media Holding Group, possessing a professional background in accounting and extensive practical experience. Skilled in managing risks related to accounting, finance, and tax information. Currently serves as the Group COO of TNL Media Group and Chairperson of the Media Business Association of Taipei.
Ding, Kung-Wha	Once held the positions of Chairman of the Financial Supervisory Commission, Chairman of the Taipei Exchange, and Chairman of the Securities & Futures Institute and Taiwan Depository & Clearing Corporation. Possesses expertise related to securities management, finance, tax planning, and corporate governance. Skilled in financial risk and compliance risk management.
Terry Cheng	Once held the positions of President of HP China, President of Texas Instruments Asia Pacific, and Vice President of Foxconn Technology Group. Possesses experience in managing multinational enterprise, and has been working in the semiconductors industry for over 40 years. Possesses crisis response capabilities in supply chain risk management and operational risk management. A professional manager with extensive experience in the electronics industry and has invested in the startup movement to cultivate the next generation of professional managers. Currently serves as the Chairman of Aurotek Corporation.

2. The focus of work in 2025

The Remuneration Committee is a functional committee under the Board of Directors. The remuneration committee members shall be appointed by resolution of the Board of Directors. There are three members in the committee, Ms. Elaine Kung is the convener and chairman. The main responsibilities of the committee are based on professional and independent status, to evaluate the remuneration policies and systems for the directors and managers, and, according to operating performance, provide recommendations for the Board of Directors as a reference for their decisions.

In 2025, the Remuneration Committee convened four meetings, and the focus of work is as follows:

- (1) Reviewing the performance assessment standards, annual and long-term performance goals, and the policies, systems, standards, and structure for the compensation of the directors and managerial officers of the Company.
- (2) Assessing the degree to which performance goals for the directors and managerial officers of the Company have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards.
- (3) Reviewing the list of employee stock options to employees who hold positions as managerial officers of the Company or Directors of the Company entitled to options and their respective number of options to be granted and common shares eligible for subscription.
- (4) Reviewing the list of employee restricted stock awards for employees who hold positions as managerial officers or Directors of the Company and the number of shares each may be granted.

3. Operations in 2025

Term and Date	Agenda	Resolutions	Members' opinions	The Company's handling of the opinions of the Remuneration Committee
11 th meeting of 5 th term January 14, 2025	1. Proposal for the Managerial Officers' 2024 Year-end Bonuses and Performance Bonuses. 2. Proposal for the Managerial Officers' 2025 Salaries.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A
12 th meeting of 5 th term February 25, 2025	1. Proposal for the 2024 Distribution of Employees and Directors' Compensation. 2. Proposal for the 2024 Allocation of Individual Director's Compensation.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A

Term and Date	Agenda	Resolutions	Members' opinions	The Company's handling of the opinions of the Remuneration Committee
1 st meeting of 6 th term October 13, 2025	Proposal for the Establishment of "2025 Employee Stock Option Plan for Issuance of New Common Shares in the Form of Global Depositary Shares" and the managerial officers' subscription.	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A
2 nd meeting of 6 th term November 4, 2025	<ol style="list-style-type: none"> 1. Proposal for the First Issuance of Employee Restricted Stock Awards for 2025 and the List of Employees who Hold Positions as Managerial Officers of the Company or Directors of the Company and the Number of Shares Each May Be Granted. 2. Proposal for the Total Number of Options to be Issued, the List of Employees who Hold Positions as Managerial Officers of the Company or Directors of the Company Entitled to Options and Their Respective Number of Options to be Granted and Common Shares Eligible for Subscription under the Second Issuance of the Employee Stock Options of 2024. 	Passed as proposed after the chairperson consulted all attending members.	No dissenting or unqualified opinions.	N/A