

Major Resolutions of Remuneration Committee during 2025

Date	Major Resolutions	Result
2025.01.21	1. The board of directors and managers' performance evaluation and remuneration policies, system, standards and structures. 2. The 2025 remuneration of board of independent directors. 3. The 2025 remuneration of board of directors. 4. The 2025 remuneration of the managers. 5. The 2024 chairman and managers' year-end and performance bonus.	All members present agreed.
2025.05.12	1. The Company's 2025 managerial salary adjustment proposal. 2. The Company's proposal to issue employee stock options for managerial staff, registered and effective in 2025.	All members present agreed.
2025.07.04	1. Proposal for the distribution of bonuses to the Company's managerial officers.	All members present agreed.

Major Resolutions of Remuneration Committee during 2026

Date	Major Resolutions	Result
2026.01.13	1. The appointment of Mr. Hsu, Chih-Yi as Vice President of the Sales Department, and his remuneration. 2. The board of directors and managers' performance evaluation and remuneration policies, system, standards and structures. 3. The 2026 remuneration of board of independent directors. 4. The 2026 remuneration of board of directors. 5. The 2026 remuneration of the managers. 6. The 2025 chairman and managers' year-end and performance bonus.	All members present agreed.