

#### Major Resolutions of Remuneration Committee during 2025

Date	Major Resolutions	Result
2025.01.21	<ol style="list-style-type: none"> <li>1. The board of directors and managers' performance evaluation and remuneration policies, system, standards and structures.</li> <li>2. The 2025 remuneration of board of independent directors.</li> <li>3. The 2025 remuneration of board of directors.</li> <li>4. The 2025 remuneration of the managers.</li> <li>5. The 2024 chairman and managers' year-end and performance bonus.</li> </ol>	All members present agreed.
2025.05.12	<ol style="list-style-type: none"> <li>1. The Company's 2025 managerial salary adjustment proposal.</li> <li>2. The Company's proposal to issue employee stock options for managerial staff, registered and effective in 2025.</li> </ol>	All members present agreed.
2025.07.04	<ol style="list-style-type: none"> <li>1. Proposal for the distribution of bonuses to the Company's managerial officers.</li> </ol>	All members present agreed.

#### Major Resolutions of Remuneration Committee during 2026

Date	Major Resolutions	Result
2026.01.13	<ol style="list-style-type: none"> <li>1. The appointment of Mr. Hsu, Chih-Yi as Vice President of the Sales Department, and his remuneration.</li> <li>2. The board of directors and managers' performance evaluation and remuneration policies, system, standards and structures.</li> <li>3. The 2026 remuneration of board of independent directors.</li> <li>4. The 2026 remuneration of board of directors.</li> <li>5. The 2026 remuneration of the managers.</li> <li>6. The 2025 chairman and managers' year-end and performance bonus.</li> </ol>	All members present agreed.