

Operations of the Remuneration Committee in 2025

Term of the current committee members: from June 6, 2023 to May 25, 2026.

A total of 2 meetings of the Remuneration Committee were held in 2025. The attendance of independent directors is as follows:

Title	Name	Number of attendance in person (B)	Attendance by proxy	Number of attendance in person (A)	Attendance Rate (%) [B/A]	Note
Convener	David Ching	2	0	2	100%	None
Member	Wei-Kan Chen	2	0	2	100%	None
Member	Chi-Yen Liang	2	0	2	100%	None

Annual key functions

The Company's Remuneration Committee is composed of three (3) members, including two (2) Independent Directors. The Committee formulates and regularly reviews the policies, systems, standards, and structure of the performance assessment and remuneration of Directors and managerial officers, regularly evaluates and determines the content and amounts of remuneration of Directors and managerial officers, and submits its suggestions to the Board of Directors for discussion.

In 2025, the Remuneration Committee convened two (2) meetings. The major matters reviewed during the year are as follows:

- Regular Review of the Policies, Systems, Standards, and Structure of the Performance Assessment and Remuneration of Directors and Managerial Officers**

At the 7th meeting of the 6th Remuneration Committee held on March 11, 2025, the Committee reviewed and approved the performance assessment and remuneration systems, standards, structure, and remuneration plans of the Company's Directors and managerial officers, as well as the principles for the distribution of year-end bonuses for 2024.

At the 8th meeting of the 6th Remuneration Committee held on June 25, 2025, the Committee reviewed and approved the principles for the distribution of employee remuneration and Director remuneration for 2024. The amounts for employee remuneration and Director remuneration were NT\$18,000,000 each, both to be distributed in cash.

■ Evaluation and Determination of the Content and Amounts of Remuneration of Directors and Managerial Officers

At the 7th meeting of the 6th Remuneration Committee held on March 11, 2025, the Committee approved the promotion of a supervisor at the Military Supply Office.

At the 8th meeting of the 6th Remuneration Committee held on June 25, 2025, the Committee approved personnel changes including the appointment of a financial executive and the promotion of personnel in the Production Department.

Remuneration Committee Meeting Information

The Company's Remuneration Committee has held meetings and conducted reviews and evaluations of the Company's remuneration matters during the past year as follows:

Date	Meeting	Agenda Items	Resolution	Disposition of the Committee's Recommendations
2025/03/11	7th Meeting of the 6th Remuneration Committee	To review the performance assessment and remuneration system, standard, structure and plan of the Company's Directors and managerial officers and the principles for the distribution of 2024 year-end bonuses.	After the Chairman confirmed with all attending committee members that there were no objections, the proposal was approved as submitted.	Submitted to the Board of Directors for review and subsequently approved
		Promotion of the Supervisor at the Military Supply Office	After the Chairman confirmed with all attending committee members that there were no objections, the proposal was approved as submitted.	Submitted to the Board of Directors for review and subsequently approved
2025/06/25	8th Meeting of the 6th Remuneration Committee	Review the principles for the distribution of 2024 compensation to employees and remuneration to Directors.	After the Chairman confirmed with all attending committee members that	Submitted to the Board of Directors for review and subsequently approved

			there were no objections, the proposal was approved as submitted.	
		Review of the Company's Personnel Changes	After the Chairman confirmed with all attending committee members that there were no objections, the Committee approved the appointment of Ms. Hsin-I Shen as Vice President of the Finance Department and the promotion of Mr. Liang-Yu Chang to Assistant Vice President of the Dayuan Plant, both effective July 1, 2025.	