

## Remuneration Committee

The remuneration committee aims to assist the board of directors in implementing and evaluating the company's overall remuneration and welfare policies, as well as the remuneration of directors and managers.

The company established a remuneration committee on September 9, 2019. The term of the third remuneration committee is from June 9, 2022 to June 8, 2025, consisting of three independent directors.

The Remuneration Committee holds regular meetings at least twice a year.

Functional Committee	Convener	Committee member
Remuneration Committee	Chen, Chih-Wei	Chen, Chih-Wei , Li , Wen-Hung , Wu , Hui-Ying

### Attendance of Independent Directors of the Remuneration Committee in 2024:

Title	Name	Frequency of actual attendance 【 B 】	Frequency of proxy attendance	Actual attendance (%) 【 B / A 】
Convener	Chen, Chih-Wei	3	0	100%
Committee member	Li , Wen-Hung	3	0	100%
Committee member	Wu , Hui-Ying	3	0	100%

### Members' professional qualifications and experience

Name	Professional qualifications and experience
Chih Wei Chen	California State University, Los Angeles, MA Education Administration RICHARD CHEN'S Strategic Alliance Corp, Director of the board Shoetown International Corporation, Group operations consultant Asiatic Fiber Corporation, Chief Management Office Persona Gruppe, Director of the board Chitec Technology, Independent director
Hui Ying Wu	Graduated from the Department of Finance at National Chengchi University Served as the CFO of HOLUX Technology, Inc. Acted as the project director of the President's Office of Qisda Keyxentic, Director of the board
Wen Hung Lee	Graduated from the Graduate School of Industrial Design at Tunghai University Served as a senior vice president of Ofuna Technology Co., Ltd. Acted as the general manager of Ofuna Develop Technology Co., Ltd. Operations and Management Consultant, China Productivity Center TAISE CSR Corporate Sustainability Manager TPCA Environment Foundation, Consultant TOP SOLUTION CO.,LTD, Director, Business Consultant