

◆ Remuneration Committee Charter

The company's Compensation Committee is composed of 3 independent directors. The committee's responsibilities include regularly evaluating the individual performance of directors and managers, as well as ensuring the correlation and reasonableness between individual compensation and performance evaluation results.

The committee meets at least twice a year and may convene additional meetings as needed.

The Compensation Committee was restructured on **May 30, 2023.**

Duties of the Committee:

The Compensation Committee should perform the following duties with due care, in good faith, and submit its recommendations to the board of directors for discussion:

1. Regularly review this regulation and propose amendments.
2. Establish and periodically review the performance evaluation criteria for directors and managers, set both annual and long-term performance goals, and develop compensation policies, systems, standards, and structures. The content of the performance evaluation standards should be disclosed in the annual report.
3. Regularly evaluate the achievement of performance goals for directors and managers and, based on the performance evaluation results, determine their compensation. If the annual report discloses the individual performance evaluation results of directors and managers, as well as the relationship and reasonableness of their compensation in relation to their performance, it should be reported at the shareholders' meeting.

Principles for Performing Responsibilities:

When performing the duties mentioned above, the Compensation Committee should follow these principles:

1. The performance evaluation results of directors and managers, the time invested, the responsibilities held, and their compensation should be in line with industry standards. Additionally, it should be reasonable in relation to individual performance, company performance, and future risks.
2. The committee should not encourage directors and managers to engage in behavior that exceeds the company's risk tolerance in pursuit of higher compensation.
3. The proportion of short-term compensation granted to directors and senior managers and the timing of variable compensation payments should be decided based on industry characteristics and the nature of the company's business.
4. The content and amount of compensation for directors and managers should be reasonable. The compensation decisions for directors and managers should not significantly deviate from financial performance. If there is a significant decline in profits or long-term losses, their compensation should not be higher than the previous year. If it is still higher than the previous year, a reasonable explanation should be disclosed in the annual report and reported at the shareholders' meeting.

Member

Cheng-Shong Hong, 
**Independent Director
and Convener**

Experience (Education)

*Ph.D., Electrical Engineering, National Cheng Kung
University*

Current position

- *Independent Director, FINE BLANKINGTOOL CO., LTD.*

Member

Chia-Chi Kuo,  Independent Director

Experience (Education)

Accounting, National Taiwan University

Current position

- *Gloria J. C. Kuo & Co., CPAs*
- *Independent Director, FINE BLANKING & TOOL CO., LTD.*
- *Independent Director, FORMOSA TAFFETA CO., LTD.*
- *Director, Fu Hua Innovation CO., LTD.*

Member

*Yi-Min Lin, 
Independent Director*

Experience (Education)

*Master of Accounting, National Changhua University of
Education*

Current position

- *FULL-GO & CO., CPAs,*
- *Independent Director, FINE BLANKING & TOOL CO., LTD.,*
- *Supervisors, FLAVOR FULL FOODS INC.*