

# **Compensation Committee Structure, Responsibilities, and Member Introduction**

## **I. Committee Composition**

The Compensation Committee shall consist of three to five members, appointed by a resolution of the Board of Directors, with one member serving as the convener. The professional qualifications and independence of the Committee members shall comply with Articles 5 and 6 of the Regulations Governing the Exercise of Powers by Compensation Committees of Companies Whose Stock is Listed on the Stock Exchange or Traded Over the Counter.

## **II. Responsibilities of the Committee**

The Compensation Committee shall act with the care of a prudent administrator and faithfully perform the following duties. The recommendations made by the Committee shall be submitted to the Board of Directors for discussion. However, recommendations related to supervisors' compensation shall only be submitted to the Board if such authority has been stipulated in the Company's Articles of Incorporation or authorized by a resolution of the Shareholders' Meeting:

1. Periodically review and propose amendments to the Committee Charter.
2. Establish and periodically review policies, systems, standards, and structures for annual and long-term performance goals and compensation of the Company's directors, supervisors, and managerial officers.
3. Periodically assess the achievement of performance goals by the Company's directors, supervisors, and managerial officers, and determine the individual compensation packages and amounts accordingly.

In performing the above duties, the Committee shall adhere to the following principles:

1. Ensure that the Company's compensation arrangements comply with relevant laws and regulations and are sufficient to attract talented professionals.  
The performance evaluation and compensation of directors, supervisors, and managerial officers shall take into account typical industry practices and consider the individual's time commitment, responsibilities, goal achievement, performance in other roles, historical compensation for equivalent positions within the Company, and the relationship between individual performance, Company operational results, and future risks in connection with the Company's short-term and long-term business goals and financial condition.
2. Avoid encouraging directors or managerial officers to engage in behaviors exceeding the Company's risk appetite in pursuit of compensation.
3. The distribution ratio of short-term performance bonuses and the timing of payments for variable compensation to directors and senior managerial officers shall be determined based on industry characteristics and the nature of the Company's business.
4. Committee members shall not participate in discussions or voting on matters related to their own compensation.

The term "compensation" referred to in the preceding items includes cash compensation, stock options, profit-sharing, retirement benefits or severance payments, various allowances, and other substantive incentive measures. The scope shall be consistent with the disclosure requirements for directors, supervisors, and managerial officers' remuneration as defined in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

Where the compensation matters of directors and managerial officers of the Company's subsidiaries

require approval from the Board of Directors under the Company's decision-making hierarchy, the Compensation Committee shall first provide recommendations before submission to the Board of Directors for discussion.

### III. Members of the Compensation Committee

Name	Title	Role	Term	Professional Qualifications and Experience	Number of Other Public Companies Serving as Independent Director
Liu, Zheng-Huai	Independent Director	Convener	2023/06/13 -2026/06/12	Ph.D. in Business Administration from National Taipei University. Currently Adjunct Professor at National Taichung University of Science and Technology (Dept. of Accounting Information) and practicing CPA at Hui Jia CPAs. Possesses expertise in finance and accounting, with extensive experience in financial planning, accounting practices, and academic instruction.	3
Zhuang, Bo-Nian	Independent Director	Member	2023/06/13 -2026/06/12	Ph.D. in Industrial Education from National Changhua University of Education. Currently Independent Director of Taiwan Precision Tech Co., Ltd. Experienced in business operations, management, finance, and industry knowledge. Specializes in business operations and innovative leadership.	2
Huang, Kuo-Shu	Independent Director	Member	2025/06/10 -2026/06/12	Master's degree in International Politics from National Chung Hsing	0

Name	Title	Role	Term	Professional Qualifications and Experience	Number of Other Public Companies Serving as Independent Director
				University. Former Legislator and Taichung City Councilor. Experienced in public policy, legal oversight, and corporate governance. Emphasizes social responsibility and risk management.	
Chueh, Ming-Fu	Independent Director	Member	2023/06/13 -2026/06/12	Ph.D. in Law from National Chengchi University. Practicing lawyer. Possesses legal expertise, specializes in corporate legal affairs, provides legal advisory services, and has strong capabilities in leadership policy and risk management.	0