

Operation Status of the Remuneration Committee

1. The Remuneration Committee Members :

- (1) There are currently three members on the Remuneration Committee.
- (2) Term of the current committee members: August 8, 2024, to June 20, 2027. In 2025, the Remuneration Committee convened three meetings. All members attended in person. The attendance details as follows :

Title	Name	Times of Attendance	Times of Attendance by Proxy	Actual Percentage of Attendance (%)	Remark
Convener	Ta-Sung Lee	3	0	100	
Member	Jyuo-Min Shyu	3	0	100	
Member	Chung-Huey Huang	3	0	100	

2. Responsibilities of the Remuneration Committee

The Committee shall exercise the due care of professional standards in performing faithfully the official powers listed below, and shall assume the responsibility to the Board of Directors, and shall submit the recommendations to the Board of Directors for discussion and resolution :

- (1) Formulate and periodically examine the performance review, remuneration policy, system, standards, and structure for directors and managerial officers.
- (2) Periodically evaluate and formulate the remuneration of directors and managerial officers.

3. Professional Qualifications and Experience of the Remuneration Committee Members :

Title	Name	Experience and professional qualifications
Convener	Ta-Sung Lee	Specializes in communication systems and signal processing. Served as a member of the National Communication and Communication Committee. Chair Professor of the Department of Electrical Engineering of NYCU and the director of the Internet of Things Smart System Research Center.
Member	Jyuo-Min Shyu	Served in ITRI for 18 years, leading the ITRI team to engage in cutting-edge technology research and development. Profound practical experience in technological innovation and industrial cooperation. Also served as Minister of Science and Technology. The Ministry of Science and Technology is the government's specialized agency for promoting the development of science and technology.
Member	Chung-Huey Huang	Graduated with a Ph.D. in Accounting, State University of New York at Buffalo, currently a Professor of Department of Accountancy, National Taipei University. Also serves as a Member of Public Debt Administration Committee of Ministry of Finance, a Member of CPA Examination Review Committee of Ministry of Examination, an Adjunct Professor of School of Management, National Taiwan University of Science and Technology, a Supervisor of Small and Medium Enterprise Credit Guarantee Fund of Taiwan, and a Supervisor of Taiwan Drug Relief Foundation. Has an expertise in accounting.

4. Summary of 2025 Annual Remuneration Committee Operation Status :

Dates & sessions of Remuneration Committee Meeting	Matter to be reported or discussed	Resolution	The Company's response to the Remuneration Committee's opinions
The 1 st meeting of the 6 th term 2025.02.19	The 2024 directors' and employees' compensation of the Company.	Approved by all attending Members without objection.	That the proposal hereby is approved by all the Directors present at the Meeting.
	The appointment of Vice President and above.		
	The issuance of Employee Restricted Stock Awards for Year 2025.		
The 2 nd meeting of the 6 th term 2025.05.06.	The 2025 Corporate Performance Incentive Plans of the Company.	Approved by all attending Members without objection.	That the proposal hereby is approved by all the Directors present at the Meeting.
	The "Rules for Distribution of Remuneration to Directors" and the "Compensation Clawback Policy for Senior-Level Management" of the Company		
The 3 rd meeting of the 6 th term 2025.11.05	The allocation list and share quantities for executive officers for the 2025 Employee Restricted Stock Awards of the Company	Resolved to increase the total number of newly issued restricted employee shares by all attending Members. All other items were approved as originally proposed.	That the proposal hereby is approved by all the Directors present at the Meeting.

Other matters of importance:

- In instances where recommendations of the Remuneration Committee faced objections by the Board of Directors, or were subject to qualified opinions, then the date(s) of meetings, sessions, and contents of motions shall be specified, as shall be the Board resolutions and actions taken concerning the Committee's opinions. (E.g., if the remuneration level resolved to in the Board meeting exceeds the one recommended by the Committee, the difference and reasons for the difference shall be specified.):
None.
- In instances where resolutions of the remuneration committee were objected to by members, or subject to qualified opinion and recorded or declared in writing (where date of meetings, sessions, contents of

motions, all members' opinion and the response to members' opinion are specified): None.

3. Does the Company's Remuneration Committee regularly evaluate the remuneration policies, systems, standards, and structures of directors and managers? Yes, the committee exercises in accordance with the above powers.

Assessment of the Remuneration Committee

Assessment Object and assessment Method	Assessment Frequency	Assessment Period	Assessment Scope	Assessment Method	Contents	Implementation and Evaluation
Self-assessments of the Remuneration Committee	Annually	January 1, 2024 to December 31, 2024	Remuneration Committee	Self-Evaluation of the Remuneration Committee's Procedure Unit	<ol style="list-style-type: none"> 1. Participation in the company's operation 2. Remuneration committee's understanding of their duties and responsibilities 3. Improvement on the quality of the remuneration committee' decision making 4. Composition and member selection of the remuneration committee. 	<p>Implementation: The Company received evaluation report on January 16, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of directors on February 20, 2025.</p> <p>Evaluation: The evaluation result by assessment unit is 4.88.</p> <p>Evaluation grades : 5 – Excellent (Strongly agree) 4 – Very good (Agree) 3 – Fair (Neutral) 2 – Unsatisfactory (Disagree) 1 – Very unsatisfactory (Strongly disagree)</p>