

## 2025 Remuneration Committee Implementation

1. The Company's Remuneration Committee, consisting of 3 members delegated by Board's resolution, and with Independent Directors as the majority, has been established since 21 December 2011.

ID	Name	Professional Qualifications & Experiences
Convener & Independent Director	An-Ming Wu	Work experiences over 5 years, featuring in commerce, legal, finance, accounting and corporate business. Experiences: Independent Director of Ahoku Electronic Company, Partner Accountant of Deloitte & Touche Taiwan
Independent Director	Walt Cheng	Work experiences over 5 years, featuring in commerce, legal, finance, accounting and corporate business. Experiences: Independent Director of TSEC Corporation, Chairman of Yark Technology Co., Ltd.
Conform to Independence	J. W. Huang	Work experiences over 5 years, featuring in commerce, legal, finance, accounting and corporate business. Experiences: Assistant VP of HR Department of Far Eastern Department Stores, Director of Yu-Chang Vocational High School

2. The Company's Remuneration Committee holds 2 meetings yearly.  
Current term of office: August 5, 2024~June 11, 2027. In 2025, 2 meetings were held, with the attendance of the Committee members summarized as follows:

Job title	Name	Actual attendance	Attendance by proxy	Actual attendance rate (%)	Remark
Convener	An-Ming Wu	2	0	100%	
Member	Walt Cheng	2	0	100%	
Member	J. W. Huang	2	0	100%	

Other notes:

- (1) Should the Board of Directors adopt or rectify no suggestions of the Remuneration Committee, the meeting date, term, contents of motion, resolution of the Board of Directors, and the Company's handling of the Remuneration Committee's opinions shall be specified (If the remuneration ratified by the Board of Directors is superior than that suggested by the Remuneration Committee, the deviation and reasons thereof should be stated): N/A
- (2) For resolution(s) made by the Remuneration Committee with the Committee members voicing opposing or qualified opinions on the record or in writing, the meeting date, term, contents of motion, opinions of all members and the Company's handling of the said opinions should be stated: N/A

3. The implementation of the Remuneration Committee focuses mainly on supervision below:
- (1) Formulation of regular review on the performance evaluation of the policy, system, standard and structure of Directors and managerial officers.
  - (2) Regularly evaluate and produce the remuneration for Directors and managerial officers.

4. The Committee shall perform their duties based on the following principles:
- (1) Performance assessments and compensation levels of Directors and managerial officers shall be taken into account the general pay levels in the industry, their performance, and the reasonableness of the correlation between the individual's performance, the Company's operational performance and future risk exposure.
  - (2) There shall be no incentive for the Directors or managerial officers to pursue compensation by engaging in activities that exceed the tolerable risk level of the Company.
  - (3) For Directors and senior managerial officers, the percentage of bonuses to be distributed based on their short-term performance and the time for payment of any variable compensation shall be decided regarding the characteristics of the industry and the nature of the Company's business.
5. The proposals and resolutions of the Remuneration Committee meetings in 2025

Term of the Remuneration Committee Meeting	Proposal Content	Remuneration Committee's resolution and the Company's opinion on the follow-up
2 <sup>nd</sup> meeting of 6 <sup>th</sup> term 2025.2.27	<ol style="list-style-type: none"> <li>(1) The implementation report of the 2024 Board performance evaluation of the Company</li> <li>(2) The amendment to the Company's Articles of Incorporation</li> <li>(3) The Company's proposal on the 2024 Board of Directors remuneration and employees' compensation</li> </ol>	The proposals were passed unanimously by the Remuneration Committee, proceeded according to resolution, and reported to the Board of Directors for unanimous approvals and records.
3 <sup>rd</sup> meeting of 6 <sup>th</sup> term 2025.11.10	<ol style="list-style-type: none"> <li>(1) The 2024 remuneration of the Company in comparison with petrochemical industry associates</li> <li>(2) The Company specifies the scope of fundamental employees and the regular evaluation process.</li> </ol>	