

Remuneration Committee Implementation Status

1. The powers of the Remuneration Committee are as follows:

(1) Committee composition

The members of the Remuneration Committee shall be appointed by the Board by resolution of those who meet the qualifications stipulated by laws and regulations with the number no less than three. At least one independent director shall participate, and one of them shall be the convener.

(2) The remuneration committee shall exercise the care of a good administrator in faithfully performing the official powers listed below, and shall submit its recommendations for deliberation by the Board of Directors. However, recommendations in connection with remuneration for supervisors may be submitted for deliberation by the Board of Directors only to the extent that the Board of Directors is authorized expressly by the company's articles of incorporation or by a resolution of the Shareholders Meeting to handle supervisor remuneration:

- I. Regularly review the Remuneration Committee Charter with amendments proposed.
- II. Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers.
- III. Periodically evaluate and prescribe the remuneration of directors, supervisors, and managerial officers.

(3) When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:

- I. With respect to the performance assessment and remuneration of directors, supervisors and managerial personnel of the company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.
- II. It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the company may tolerate.
- III. It shall take into consideration the characteristics of the industry and the nature of the company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior management and the time for payment of the variable part of remuneration.

2. Information on Remuneration Committee Members

Capacity	Qualifications	Professional qualifications and experience Independence analysis	Number of other public companies at which the person concurrently serves as remuneration committee member
	Name		
Independent Director (Convener)	Francy Jeng	Please refer to disclosure of professional qualification of the directors and independence of directors.	0
Independent Director	Chien-Mo, Li		0
Independent Director	Meng-Shiun, Tsai		0

3. Operation of the Remuneration Committee:

- (1) The Company's remuneration committee has a total of 3 members.
- (2) The term of the current members is from September 11, 2025 to September 10, 2028.
- (3) The number of remuneration committee meetings held in the most recent fiscal year was: one meeting (A). The attendance by the members was as follows:

Title	Name	Actual attendance(B)	Proxy attendance	Actual attendance %(B/A)
Convener	Francy Jeng	1	0	100
Independent Director	Chien-Mo, Li	1	0	100
Independent Director	Meng-Shiun, Tsai	1	0	100

Other information required to be disclosed:

- I. If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.
- II. With respect to any matter for resolution by the remuneration committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the remuneration committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.

4. Important matters of the Remuneration Committee in the most recent year are as follows:

Date	Significant decisions resolved	Remuneration Committee Opinion	The company's response to opinions of the members	Resolution
November 13, 2025 (The 1 st time of the 1 st term)	<ol style="list-style-type: none"> 1. Approved the formulation of the ASRI's 「 Management of the remuneration of Directors and Board Committees 」 and 「 Management of the performance evaluation and remuneration of managerial officers 」 2. Approved manager bonus review proposal. 3. Approved the formulation of the ASRI's 「 Rules for Performance Evaluation of Board of Directors and Functional Committee 」 	None	None	The matter is approved by all the attendees.