

Important Resolutions of the Remuneration Committee in Fiscal Year 2025

Remuneration Committee	Proposals and subsequent management	Resolution	The Company's handling of the Remuneration Committee's opinions
2025.02.27 5th term 1st meeting in 2024	<ol style="list-style-type: none"> Approved the distribution of remuneration to directors and employees for 2024. Approved the distribution of remuneration to directors for 2024. Approved the distribution of remuneration to managers and employees. Approved the change of the Company's Chief Information Security Officer. Approved the change of the Company's Chief Corporate Governance Officer. 	Approved unanimously.	<p>For proposals 1 through 5, after all non-voting members had left the meeting, upon the Chairman's inquiry, the proposals were approved unanimously as submitted by all attending directors.</p> <p>For proposal 3, after all non-voting attendees had left the meeting, Chairman Pi-Hua Chen and Director Chao, Cheng-Yu recusing themselves due to conflicts of interests, the acting chairman Hsu Wen-Kuan, an independent director, consulted with all remaining attending directors, and the resolution was passed unanimously as submitted.</p>
2025.05.08 5th term 2nd meeting in 2024	<ol style="list-style-type: none"> Approved the changes to the Company's managers' compensation. 	Approved unanimously.	<p>1. After all non-voting members had left the meeting, upon the Chairman's inquiry, the proposals were approved unanimously as submitted by all attending directors.</p>

2025.08.21 5th term 3rd meeting in 2024	1. Approved the revision of the year-end bonus distribution standards for the Company's key brokers.	Approved unanimously.	1. After all non-voting members had left the meeting, upon the Chairman's inquiry, the proposals were approved unanimously as submitted by all attending directors.
2025.12.18 5th term 4th meeting in 2024	1. Approved the distribution of directors' and employees' remuneration plan for 2026. 2. Approved the year-end bonus for managers for 2025.	Approved unanimously.	1. After all non-voting members had left the meeting, upon the Chairman's inquiry, the proposals was approved unanimously as submitted by all attending directors. 2. After all non-voting attendees had left the meeting, Chairman Pi-Hua Chen and Director Chao, Cheng-Yu recusing themselves due to conflicts of interests, the acting chairman Hsu Wen-Kuan, an independent director, consulted with all remaining attending directors, and the resolution was passed unanimously as submitted.