

**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
<p>2025.02.27 5th term 1st meeting in 2024</p>	<ol style="list-style-type: none"> <li>1. Approved the distribution of remuneration to directors and employees for 2024.</li> <li>2. Approved the distribution of remuneration to directors for 2024.</li> <li>3. Approved the distribution of remuneration to managers and employees.</li> <li>4. Approved the change of the Company's Chief Information Security Officer.</li> <li>5. Approved the change of the Company's Chief Corporate Governance Officer.</li> </ol>	<p>Approved unanimously.</p>	<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. For proposal 3, after all non-voting attendees had left the meeting, Chairman Pi-Hua Chen and Director Chao, Chen-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>
<p>2025.05.08 5th term 2nd meeting in 2024</p>	<ol style="list-style-type: none"> <li>1. Approved the changes to the Company's managers' compensation.</li> </ol>	<p>Approved unanimously.</p>	<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>

<p>2025.08.21 5th term 3rd meeting in 2024</p>	<p>1. Approved the revision of the year-end bonus distribution standards for the Company's key brokers.</p>	<p>Approved unanimously.</p>	<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>
<p>2025.12.18 5th term 4th meeting in 2024</p>	<p>1. Approved the distribution of directors' and employees' remuneration plan for 2026. 2. Approved the year-end bonus for managers for 2025.</p>	<p>Approved unanimously.</p>	<p>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, Chen-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>