Operation of the Remuneration Committee in 2025

In accordance with the Company's Compensation Committee Charter, the members of the Compensation Committee are appointed by resolution of the Board of Directors, with a total of three members. At least one Independent Director must participate on the committee, and all members shall elect an Independent Director to serve as the convener. Operations are conducted in accordance with the Company's Compensation Committee Charter:

(1). Member Information of the Compensation Committee

Criteria / Name	Professional Qualifications and Experience
Independent Director Wang, Yea-Kang	Holds a Master of Laws from the Graduate Institute of Urban Planning at National Chung Hsing University. Serves as the convener of the Company's Compensation Committee, a member of the Audit Committee, and a member of the Corporate Governance and Sustainability Committee. Currently serving as a review expert for the Executive Yuan Public Works Committee and a consultant for the Taiwan Textile Research Institute. Possesses more than five years of work experience required in business, legal affairs, and company operations, with expertise in law and business management.
Independent Director Shyu, So-De	Holds a Ph.D. in Finance from the University of Alabama, USA. Serves as the convener of the Company's Audit Committee, a member of the Compensation Committee, and a member of the Corporate Governance and Sustainability Committee. Previously served as a professor in the Department of Finance at Sun Yat-sen University and as President and Professor of Takming University of Science and Technology. Has more than five years of work experience required for business, finance, and corporate operations, with expertise in financial management and accounting.
Independent Director Guu, Yuan-Kuang	Holds a Bachelor's degree in Chemical Engineering from National Taiwan University, a Master's degree in Food Engineering from National Taiwan University, and a Ph.D. in Food Engineering from Cornell University, USA. Serves as a member of the Company's Audit Committee and Compensation Committee. Currently serves as President of I-Shou University. Has more than five years of work experience required for business, finance, and corporate operations, with expertise in chemical engineering and food engineering.

(2). Operations of the Compensation Committee

1. The Compensation Committee of the Company has a total of 3 members.

2. Term of the current members: May 30, 2023 to May 29, 2026. The Compensation Committee held 2 meetings in 2025 (A). The qualifications and attendance of the members are as follows:

Title	Name	Actual Number of Attendances (B)	Number of Attendances by Proxy	Actual Attendance Rate (%) (B/A) (Note 1)	Note
Convener	Wang, Yea-Kang	2	0	100%	
Member	Shyu, So-De	2	0	100%	
Member	Guu, Yuan-Kuang	2	0	100%	

Note 1: The actual attendance rate (%) of Compensation Committee members is calculated based on the number of meetings held and the actual number of attendances during their tenure.

Other Matters to be Recorded:

一、Cases where the Board of Directors did not adopt or revised the recommendations of the Compensation Committee: None.

二、 Cases where members of the Compensation Committee expressed objections or reservations regarding resolutions, with records or written statements: None.

(3). The primary responsibilities of the Compensation Committee:

The Compensation Committee of the Company shall exercise the due care of a good administrator and faithfully perform the following duties, and shall be accountable to the Board of Directors, submitting its recommendations to the Board of Directors for deliberation.

1. Authorities of the Compensation Committee of the Company

To formulate and periodically review the policies, systems, standards, and structure for performance evaluation and compensation of Directors and Management.

To periodically evaluate and determine the compensation of Directors and Management.

2. When exercising the authorities set forth in the preceding paragraph, the Committee shall adhere to the following principles

The performance evaluation and compensation of Directors (members of the Audit Committee) and Management shall reference the general compensation levels in the same industry, and shall consider the reasonableness of their relation to individual performance, the Company's operating performance, and future risks.

Directors and Management shall not be incentivized to engage in behaviors that exceed the Company's risk appetite in pursuit of compensation.

The proportion of bonuses paid based on short-term performance of Directors and senior Management, as well as the timing of payment of certain variable compensation, shall be determined by taking into account industry characteristics and the nature of the Company's business.

(4). Operations of the Compensation Committee in 2025:

Compensation Committee Meeting Date	Meeting Session	Agenda	Resolution	Handling of the Compensation Committee's Opinions by the Company
2025.03.12	1st Meeting	Approved the distribution of Director compensation and employee compensation of the Company for 2024.	Approved by all committee members	Submitted to the Board of Directors and approved by all attending Directors, and reported to the Shareholders' Meeting
		Approved the ratification of the Company's Director compensation and employee compensation ratios for 2025.	Approved by all committee members	Submitted to the Board of Directors and approved by all attending Directors
2025.08.08	2nd Meeting	Approved the Compensation plan for the Company's Management for 2024.	Approved by all committee members	Submitted to the Board of Directors and approved by all attending Directors
		Approved the amendment of certain provisions of the Company's "Director Compensation Management Policy".		