

A. The composition, responsibilities and operation status of Remuneration Committee shall be disclosed if any:

1. Information of members of the Remuneration Committee

March 31, 2025

Identity (Note 1)	Name	Condition	Professional qualification and experience (Note 1)	Independence status (Note 3)	Number of other public companies where the director holds a concurrent post of member of the Remuneration Committee
Independent director (convener)	Liu,Thu-Hua		Please see directors' professional qualification and experience for details.	See the following table for details.	0
Independent director	Chen,Yen-Hui		Please see directors' professional qualification and experience for details.	See the following table for details.	0
Independent director	Cheng,Sheng-In		Please see directors' professional qualification and experience for details.	See the following table for details.	3
Independent director	Liao,Hsiang-Ruei		Please see directors' professional qualification and experience for details.	See the following table for details.	0

Note 1. Please specifically explain relevant working seniority, professional qualification, experience and independence status of each member of the Remuneration Committee. If a member of the Remuneration Committee is an independent director, it can be explained in the remark column that the relevant contents of attached Table 1 "Information regarding directors and supervisors" on page 11. As for the identity, please fill out independent director or others (if a member is the convener, this matter shall also be specified).

Note 2. Professional qualification and experience: Explain professional qualifications and experience of individual members of the Remuneration Committee.

Note 3. Compliance with independence: Explain the conformity of members of the Remuneration Committee to the independence, including: Whether the members themselves, and their spouses and relatives within the second degree serve as directors, supervisors or employees of the Company or its affiliates; shares held by the members themselves, and their spouses and relatives within second degree (or through utilization of others' name) and shareholding ratios; whether they serve as directors, supervisors or employees of companies with specific relations with the Company (with reference to provisions stipulated in subparagraphs 5~8, paragraph 1, Article 6 of Regulations Governing the Setting and Authority Exercising of Remuneration Committee of TWSE/TPEX Listed Companies); amount of remuneration acquired in recent 2 years for the services provided for the Company or its affiliates involving commerce, law, finance and accounting.

Note 4. The disclosing method is shown in the reference examples of the best practices on the website of TWSE Corporate Governance Center.

Identity (Note 1)	Condition Name	With more than five years' work experience and the following professional qualifications or not			Independence status (Note 2)										Number of other public companies where the director holds a concurrent post of independent director	Remark
		Lecturer or above in department of commerce, legal affairs, finance, accounting or corporate business of public or private university and junior college	Judge, procurator, lawyer, accountant or any other professional vocational and technical personnel passing the examination of national examinations needed for corporate business.	Work experience needed for commerce, legal affairs, finance, accounting or corporate business	1	2	3	4	5	6	7	8	9	10		
Independent director	Liu, Thu-Hua	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	
Independent director	Chen, Yen-Hui	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	
Independent director	Cheng, Sheng-In		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	3	
Independent director	Liao, Hsiang-Ruei	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	

Note 1. Please fill out the identity as director, independent director or others respectively.

Note 2. If each member complies with the following conditions two years before being elected and appointed and during tenure, please mark “✓” in the blank under each condition code.

- (1) Not an employee of the Company or its affiliate.
- (2) Not a director or supervisor of the Company or its affiliate (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or local laws and regulations).
- (3) Not an individual shareholder holding or with his/her spouse, underage children or others holding more than 1% of total shares already issued by the Company or ranking the top 10 in terms of shareholding ratio.
- (4) Not a manager listed in (1), or the spouse, a relative within second degree, or direct relative within third degree of the personnel listed in (2) and (3).
- (5) Not a director, supervisor or employee of a corporate shareholder directly holding more than 5% of total shares issued by the Company, ranking the top 5 in terms of shareholding ratio, or assigning a representative to serve as the director or supervisor of the Company according to Article 27-1 or Article 27-2 of the Company Act (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or local laws and regulations).
- (6) Not a director, supervisor or employee of another company with the director seats of the Company or shares with voting rights controlled by a same person (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or local laws and regulations).
- (7) Not a director (council member), supervisor or employee of another company or institution who is same as or the spouse to the chairman, general manager or person with an equivalent position of the Company (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or local laws and regulations).

regulations).

- (8) Not a director (council member), supervisor or manager or shareholder with shareholding ratio above 5% of a specific company or institution that has financial or business contact with the Company (however, it does not apply to the situation in which the specific company or institution holds more than 20% but less than 50% of total shares already issued by the company, and concurrently serving as an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or local laws and regulations).
- (9) Not a professional, or owner, partner, director (council member), supervisor, or manager of sole proprietorship, partnership, company or institution providing auditing service for the Company or its affiliate or relevant commercial, legal, financial and accounting services with the accumulated reward amount not exceeding NT\$500,000 in recent two years, as well as their spouses. However, it does not apply to members of remuneration committee, public acquisition deliberation committee or M&A special committee that performs its duties in accordance with relevant laws and regulations including the Securities and Exchange Act or the Business Mergers and Acquisitions Act.
- (10) Not having any of the circumstances stipulated in Article 30 of the Company Act.

2. Information of operation status of the Remuneration Committee

- (1) The Remuneration Committee of the Company comprises 4 members. LEO SYSTEMS, INC. has adopted the "Board of Directors Performance Evaluation Methods" at the board of directors on January 28, 2021, and set indicators based on the actual situation. It conducts regular internal evaluations of the performance of the board of directors and various functional committees every year, and submits the results of the performance evaluation to Report to the board of directors and be used as a reference for individual directors' salary, remuneration and nomination for renewal. The company completed the 2023 board performance and director member performance evaluation in January 2024, and has submitted the evaluation results to the board of directors on March 8, 2024.
- (2) Tenure of members of this Remuneration Committee: July 26, 2021 to the expiration date of tenure of this Board of Directors. 4 (A) meetings of the Remuneration Committee were convened in recent year and as of the publication date of this prospectus, and the attendance of the committee members is shown as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Remark
Convener	Liu,Thu-Hua	4	0	100%	Reappointed
Member	Chen,Yen-Hui	4	0	100%	Reappointed
Member	Cheng,Sheng-In	4	0	100%	Reappointed
Member	Liao,Hsiang-Ruei	4	0	100%	Reappointed
Other matters to be recorded:					
1. If the Board of Directors does not adopt or correct the suggestions made by the Remuneration Committee, it shall explain date and session of board meeting,					

content of proposals, resolution results of the Board of Directors as well as the Company's handling of opinions of the Remuneration Committee (if the remuneration passed by the Board of Directors is superior to that suggested by the Remuneration Committee, the deviation and reason shall be explained): Not involved.

2. As for the resolution matters of the Remuneration Committee, if any member raises an opposing or qualified opinion with relevant written statement, the date and session of the Remuneration Committee as well as content of proposals, all members' opinions and handling of these opinions shall be explained: Not involved.

Notes:

- (1) If a member of the Remuneration Committee resigns before the ending date of the year, the date of resignation shall be specified in the remark column, and the actual attendance rate (%) shall be calculated according to the number of meetings of the Remuneration Committee convened during his/her tenure as well as meetings actually attended by this member.
- (2) If a member of the Remuneration Committee is reelected before the ending date of the year, both new and former members shall be filled out and information regarding previous appointment, new appointment, or reappointment or date of reelection of this member shall be specified in the remark column. The actual attendance rate (%) shall be calculated according to the number of meetings of the Remuneration Committee convened during his/her tenure as well as meetings actually attended by member.