

Operational Status of the Remuneration Committee

- (1) The Company's Remuneration Committee consists of 3 members in total
- (2) The term of office of the current members: From June 15, 2023 to June 14, 2026. Two meetings have been held so far. The attendance of the members are as follows:

Title	Name	Actual Attendance (B)	Attendance by proxy	Convened meetings (A)	Actual Attendance Rate (%) (B/A)	Remark
Convener	Chen, Min-Pen	4	0	4	100%	Renewed on June 15 th , 2023
Member	Kao, Tien-Ching	4	0	4	100%	Renewed on June 15 th , 2023
Member	Wang, Cheng-Wei	4	0	4	100%	Renewed on June 15 th , 2023

Performance evaluation results for the Remuneration Committee

The performance evaluation indicators for the Remuneration Committee include four major areas and a total of 18 indicators. These results were reported to the Board of Directors in Q1 of 2024 (March 28, 2023).

Evaluation Items	Average Score	Self-evaluation Results
A. Degree of participation in the Company's operations	4.6	Excellent
B. Understanding of the Remuneration Committee's responsibilities	4.3	Excellent
C. Improvement in the quality of decision-making by the Remuneration Committee	4.5	Excellent
D. Composition of the Remuneration Committee, and election and appointment of committee members	4.7	Excellent
Average score of four aspects/self-evaluation results	4.5	Excellent

Evaluation results: The average score of the 3 remuneration committee members in all aspects was between 4.3 and 4.7, and the average score in the four major aspects was 4.5 (out of 5). All members gave a positive and excellent evaluations of the performance of the Remuneration Committee.

FIC Global Inc.
Important resolutions of the Remuneration Committee in 2021

Meeting Date	Meeting Agenda	Resolutions of the meetings
March 30, 2021	The distribution of employee compensation and director remuneration for the fiscal year 2020.	Approval of the distribution of employee compensation and director remuneration for the fiscal year 2020. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.
December 15, 2021	Review the base calculation of the fiscal year 2021 year-end bonuses for the Company's managerial officers.	Approval of the base calculation of the fiscal year 2021 year-end bonuses for the company's managerial officers. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.

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Important resolutions of the Remuneration Committee in 2022

Meeting Date	Meeting Agenda	Resolutions of the meetings
March 23, 2022	The distribution of employee compensation and director remuneration for the fiscal year 2021.	Approval of the distribution of employee compensation and director remuneration for the fiscal year 2021. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.
December 2, 2022	- Examination of the salary levels of the Company's managerial officers. - Review the base calculation of the fiscal year 2022 year-end bonuses for the Company's managerial officers.	All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.

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Important resolutions of the Remuneration Committee in 2023

Meeting Date	Meeting Agenda	Resolutions of the meetings
March 27, 2023	The distribution of employee compensation and director remuneration for the fiscal year 2022.	Approval of the distribution of employee compensation and director remuneration for the fiscal year 2022. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.
June 29, 2023	The allocation plan of the Company's cash capital increase and employee/managerial officers subscription of the employee stock in 2023.	All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.
November 28, 2023	1. Report on the issuance of employee compensation for managerial officers for fiscal year 2022. 2. Review the base calculation of the fiscal year 2023 year-end bonuses for the Company's managerial officers. 3. Examination of the salary levels of the Company's managerial officers.	All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.

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Important resolutions of the Remuneration Committee in 2024

Meeting Date	Meeting Agenda	Resolutions of the meetings
March 25, 2024	The distribution of employee compensation and director remuneration for the fiscal year 2023.	Approval of the distribution of employee compensation and director remuneration for the fiscal year 2023. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution.
December 23, 2024	- Report on the issuance of employee compensation for managerial officers for fiscal year 2023. - Review the base calculation of the fiscal year 2024 year-end bonuses for the Company's managerial officers. - Examination of the salary levels of the Company's managerial officers.	- Report on the allocation and execution of employee compensation for managerial officers for fiscal year 2023, submitted to the Board of Directors for review. - Approval of the base calculation of the fiscal year 2024 year-end bonuses for the Company's managerial officers, submitted to the Board of Director for review. - Resolution on the analysis and review of managerial officer's compensation levels: It was recommended to maintain the current compensation structure while providing appropriate salary adjustments for employees in lower and mid-level salary tiers with strong performance. This measure aims to secure employees' fixed salaries and retain key talent