

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. Six 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	6	0	6	100%	Renewed on June 15 th , 2023
Member	Kao, Tien-Ching	6	0	6	100%	Renewed on June 15 th , 2023
Member	Wang, Cheng-Wei	6	0	6	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 2025 (March 28, 2025).

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.

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Important resolutions of the Remuneration Committee in 2025

Meeting Date	Meeting Agenda	Resolutions of the meetings
March 13, 2025	<ol style="list-style-type: none"> 1. The distribution of employee compensation and director remuneration for the fiscal year 2024. 2. Review of the “Procedures for Earnings Distribution and the Allocation of Remuneration to Employees and Directors.” 	<ol style="list-style-type: none"> 1. Approval of the distribution of employee compensation and director remuneration for the fiscal year 2024. All attending committee members unanimously agreed to the proposal, which was submitted to the Board of Directors for resolution. 2. Approval of the amendment to Article 24 of the Company’s Articles of Incorporation, and submission to the Board of Directors for review and approval.
December 22, 2025	<ol style="list-style-type: none"> 1. Report on the issuance of employee compensation and director remuneration for fiscal year 2024. 2. Review of the “Procedures for Earnings Distribution and the Allocation of Remuneration to Employees and Directors.” 3. Examination of the salary levels of the Company’s managerial officers. 4. Review the base calculation of the fiscal year 2025 year-end bonuses. 	<ol style="list-style-type: none"> 1. Report on the allocation and implementation status of managerial employee remuneration and directors’ remuneration for the Company’s fiscal year 2024, submitted to the Board of Directors for acknowledgment. 2. In response to relevant rulings and directives issued by the Financial Supervisory Commission, it is proposed to establish the Company’s “Scope of Grassroots Employees and Periodic Evaluation Procedures” and incorporate the same into the internal control system under the “Procedures for Earnings Distribution and the Allocation of Remuneration to Employees

		<p>and Directors,” and submit the same to the Audit Committee and the Board of Directors for resolution.</p> <ol style="list-style-type: none">3. The analysis of managerial compensation should be benchmarked against more detailed industry subcategories. Further evaluation will be conducted to determine whether alternative channels are available to enhance the reference value of the analysis.4. Approval of the calculation base for managerial year-end bonuses for fiscal year 2025, to be submitted to the Board of Directors for review and approval.
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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	<ol style="list-style-type: none"> 5. Report on the issuance of employee compensation for managerial officers for fiscal year 2023. 6. Review the base calculation of the fiscal year 2024 year-end bonuses for the Company's managerial officers. 7. Examination of the salary levels of the Company's managerial officers. 	<ol style="list-style-type: none"> 1. Report on the allocation and execution of employee compensation for managerial officers for fiscal year 2023, submitted to the Board of Directors for review. 2. 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. 3. 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

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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	<ol style="list-style-type: none"> 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.