FIC Global Inc.

Charter of Nominating Committee

Established on August 13, 2026

Article 1 (Purpose and basis for adoption)

To ensure the sound functioning of the Board of Directors of the Company and strengthen the mechanisms relating to director nominations, Board composition, and corporate governance, the Company hereby establishes the Nominating Committee (the “Committee”) and adopts this Organizational Charter of the Nominating Committee (the “Charter”) pursuant to the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the relevant rules and regulations of the Company.

Article 2 (Scope of application)

Except as otherwise provided by applicable laws and regulations, the Company’s Articles of Incorporation, or other internal rules, matters relating to the composition, term of office, powers, rules of the Committee, and the resources to be provided by the Company when the Committee exercises its powers shall be handled in accordance with this Charter.

Article 3 (Information disclosure)

The Company shall disclose this Charter and the operation of the Committee in its annual report, on the Company’s website, or on the Market Observation Post System (MOPS), as required by applicable laws and regulations, for public reference.

Article 4 (Composition and term of office)

The Committee shall be composed of at least three directors selected or appointed by the Board of Directors, and a majority of the Committee members shall be independent directors.

Except as otherwise provided by applicable laws and regulations, the Company’s Articles of Incorporation, or a resolution of the Board of Directors, the term of office of a Committee member shall be the same as the term of the Board of Directors that appointed the member. If a change in Committee membership results in the number of members falling below the minimum specified in Paragraph 1, the Board of Directors shall appoint a replacement by resolution in accordance with applicable laws and regulations or this Charter.

The members of the Committee shall elect one member from among themselves to serve as the convener and chairperson of meetings. The convener should preferably be an independent director.

Article 5 (Functions of the Committee)

With authorization from the Board of Directors, the Committee shall exercise the due care of a good administrator in assisting the Board of Directors with the following matters and may submit its recommendations to the Board of Directors for discussion:

1. Assisting the Board of Directors in reviewing the composition of Board members, qualification criteria, and the Board diversity policy.
2. Assisting in identifying, selecting, reviewing, and nominating director candidates, and evaluating the independence and suitability of independent director candidates.
3. Assisting the Board of Directors in reviewing the performance evaluation system, or the implementation thereof, for the Board of Directors and each functional committee.
4. Other matters that the Board of Directors resolves or directs the Committee to handle.

Article 6 (Principles for reviewing candidates)

When nominating or reviewing director candidates, the Committee shall take into account the Company's business development, industry characteristics, Board diversity policy, and corporate governance needs, and shall carefully evaluate each candidate's professional competence, experience, integrity, reputation, time commitment, concurrent positions, and other criteria for suitability.

In nominating independent director candidates, the Committee shall take note of whether the candidates meet the independence and qualification requirements prescribed by the Securities and Exchange Act, the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, relevant rules of the Taiwan Stock Exchange Corporation (TWSE), and the Company's internal rules. The primary considerations shall be consistency with the long-term interests of shareholders and the sustainable development of the Company.

Article 7 (Convening of meetings and notices)

The Committee may convene meetings as necessary and, in principle, shall convene at least once a year. An extraordinary meeting may be convened at any time when necessary.

In convening a Committee meeting, a notice specifying the reasons for the meeting shall be given to each Committee member at least seven days in advance. This requirement shall not apply in an emergency. The notice under the preceding sentence may be given in writing, by electronic mail, or by other appropriate means.

If the convener is on leave, is unable to convene or chair a meeting for any reason, or is required by law to recuse himself or herself, the convener shall designate another Committee member to act in his or her stead. If the convener does not designate a substitute, the other Committee members shall elect one member from among themselves to act in the convener's stead.

The Committee may request directors, managerial officers, internal auditors, certified public accountants, legal counsel, human resources consultants, or other relevant personnel of the Company to attend meetings as non-voting attendees and provide necessary information or explanations; provided, however, that such attendees shall leave the meeting during discussion and voting.

Article 8 (Meeting agendas and attendance)

The agenda for a Committee meeting shall be set by the convener. Other Committee members may also submit proposals for discussion by the Committee. The meeting agenda and relevant materials shall be provided to Committee members in advance.

When a Committee meeting is convened, the Company shall make available an attendance book for attending Committee members to sign and for reference.

Committee members shall attend meetings in person. If a member is unable to attend in person, the member may appoint another Committee member to attend as proxy. Attendance via videoconferencing shall be deemed attendance in person.

A Committee member appointing another Committee member to attend a meeting as proxy shall issue a letter of authorization for each appointment, specifying the scope of authorization. A proxy may accept a proxy appointment from only one Committee member.

Article 9 (Method of resolution)

Unless otherwise provided by applicable laws and regulations, the Company's Articles of Incorporation, or internal rules, a resolution of the Committee shall be adopted by a majority vote of the members present at a meeting attended by one-half or more of all Committee members.

When a matter is put to a vote, if no objection is raised after the chairperson solicits the opinions of the members present, the matter shall be deemed approved, with the same effect as a vote. The voting results shall be announced at the meeting and recorded in the meeting minutes.

Recommendations made by the Committee shall be submitted to the Board of Directors for discussion or as a reference for its decision-making. If the Board of Directors does not adopt a recommendation of the Committee, it shall proceed in accordance with applicable laws and regulations.

Article 10 (Recusal for conflict of interest)

If a Committee member, or the juristic person represented by the member, has an interest in a matter on the meeting agenda, the member shall explain the material details of such interest at that meeting.

If the interest referred to in the preceding paragraph is likely to prejudice the interests of the Company, the member may not participate in the discussion or voting on the matter, shall recuse himself or herself from such discussion and voting, and may not exercise voting rights as proxy on behalf of another Committee member.

If a Committee member's spouse, a blood relative within the second degree of kinship, or a company in a controlling/subordinate relationship with the member has an interest in a matter on the meeting agenda, the member shall be deemed to have a personal interest in that matter.

If the Committee is unable to adopt a resolution due to the recusal of one or more members, the matter shall be reported to the Board of Directors for any necessary action or resolution.

Article 11 (Meeting minutes)

The proceedings of a Committee meeting shall be recorded in minutes, which shall specify the following matters in detail:

1. Session number, time, and place of the meeting.
2. Name of the chairperson.
3. Attendance status of Committee members, including the names and number of members present, on leave, and absent.
4. Names and titles of non-voting attendees.
5. Name of the minute-taker.
6. Reported matters.
7. Discussion matters: the method and result of resolution for each proposal, and any objections or reservations expressed by Committee members.
8. Extempore motions: the name of the proposer, the method and result of resolution for each motion, a summary of statements made by Committee members, experts, and other personnel, and any objections or reservations.
9. Other matters required to be recorded.

The attendance book shall form an integral part of the meeting minutes. If a meeting is convened by videoconference, the video and audio recordings shall also form an integral part of the meeting minutes.

The meeting minutes shall be signed or sealed by the meeting chairperson and the minute-taker, distributed to all Committee members within 20 days after the meeting, submitted to the Board of Directors, and retained as important company records. The meeting minutes may be prepared and distributed electronically.

The meeting minutes and related materials referred to in the preceding paragraph shall be retained for at least five years. If litigation relating to a matter concerning the Committee arises before the expiration of the retention period, the relevant records shall be retained until the conclusion of the litigation.

Article 12 (Resources for the exercise of powers)

The Committee may, by resolution, retain attorneys, certified public accountants, human resources consultants, investment banks, or other professionals to provide advice or assistance, or to attend meetings and provide explanations, on matters related to the Committee's powers. The expenses incurred therefrom shall be borne by the Company.

The retention of professionals or institutions to assist in the performance of duties as described in the preceding paragraph shall be disclosed in the annual report or other public information in accordance with applicable laws and regulations.

Article 13 (Authorization for implementation)

The implementation of matters resolved by the Committee may be delegated to the convener, other Committee members, or relevant units of the Company for follow-up, with written or oral reports to be made to the Committee during the implementation period. When necessary, the matter shall be submitted to the Committee at its next meeting for ratification or reporting.

Article 14 (Implementation and amendments)

This Charter shall take effect upon approval by the Board of Directors. The same shall apply to any amendments thereto.