

Remuneration Committee

To fulfill corporate governance and ensure a sound system for compensation of the directors and managers of the Company, the Company's Remuneration Committee has been established on September 23, 2011 in accordance with Paragraph 1, Article 14-6 of the "Securities and Exchange Act" and "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded over the Counter." The Company has set "Organizational Rules of the Remuneration Committee" to guide the operations of the Remuneration Committee.

Members of the Company's Remuneration Committee, appointed by the Board of Directors, assist to formulate and regularly review the policy, system, standards, and structure of the performance evaluation, salary, and remuneration of Directors and managers, and make regular assessment and determination of compensation for Directors and managers.

Member of Remuneration Committee

Title	Name	Major Academic qualification and professional experience
Convener	Rung-Nian Lai (Independent Director)	<p>Education: National Taiwan University, Ph.D., Occupational Medicine.</p> <p>Previous Position: Executive Director of Taipei Chinese Medical Association, Member of Intellectual Property Office, Assistant professor of Institute of Traditional Medicine, School of Medicine, National Yang-Ming University, Director of Division Chinese Medicine for Women, Taipei City Hospital, Director of Yang-Ming Branch, Taipei City Hospital Chinese Medicine, Professor of college of Chinese Medicine, China Medical University, Vice Superintendent of China Medical University Hospital For Integrated Medicine, China Medical, Attending Physician of China Medical University Hospital For Integrated Medicine, China Medical, Integrated of Traditional Chinese Western Medicine, Member of National Health Insurance Dispute Mediation Committee.</p> <p>Current Position: Independent Director of Wan Hai Lines LTD., Convener and Member of Audit Committee of Wan Hai Lines LTD., Convener and Member of Remuneration Committee of Wan Hai Lines LTD.</p> <p>With experience related to the healthcare industry and abundant experiences in practicing medicine.</p>
Member	Stephanie Lin (Independent Director)	<p>Education: California State University Fullerton, Master of Business Administration, obtaining US Certified Public Account (CPA) license.</p> <p>Previous Position: Tax Manager of Pricewaterhouse Coopers LLP and Fox Group.</p> <p>Current Position: Independent Director of Wan Hai Lines LTD., Member of Audit Committee of Wan Hai Lines LTD., and Member of Remuneration Committee of Wan Hai Lines LTD.</p> <p>With accounting and finance expertise and hands-on experience in finance.</p>

Member	Ming-Zhu Chen -Resigned on 2025/9/17	<p>Education: Master of Science, Department of Urban Design, Columbia University. Master of Science, Department of Architecture, Ohio University.</p> <p>Previous Position: Member of International Association of Ports and Urban Academic Committee (IAPC); Chief Urban planner of Gresham & Smith Architects; Chair of Engineering & Graphics Department, Denmark Technical College; Chief Planner of Harbison New City; Urban Planner of Housing and Urban Development Department, New York City; Chair of Department of Architecture & Urban Design, Chinese Culture University; Chair of Department of Architecture, Tamkang University.</p> <p>Current Positions: Distinguished Professor of Chinese Culture University and Supervisor of Chinese Culture University Alumni Association; Member of Remuneration Committee of Wan Hai Lines LTD.; Chairman of Foundation for Research on Open Space, Taipei; Executive director of The Real Estate Association of R.O.C. (FIACBI).</p> <p>Qualified to assume the positions of college and university lecturer and above and for working at Wan Hai Lines.</p>
Member	Yi-Sheng Tseng -Appointed on 2025/11/11 (Independent Director)	<p>Education: Tung Hai University, Master of Law</p> <p>Previous Position: Judge of Taiwan Taipei District Court. Prosecutor of Taiwan Taipei District Prosecutors Office, Director of CHIN LIEN INDUSTRIAL CO., LTD.</p> <p>Current Position: Independent Director of Wan Hai Lines LTD., Member of Audit Committee of Wan Hai Lines LTD., Member of Remuneration Committee of Wan Hai Lines LTD., and Managing Attorney of MINGFOREVER LAW FIRM.</p> <p>With abundant experiences in practicing law.</p>

Remuneration Committee Operation

- (1) The Remuneration Committee consists of three members with majority of independent directors.
- (2) The tenure of 5th term members commenced on June 9, 2023 and expired on May 29, 2026.

The Remuneration Committee convened 2 meetings in 2025. The attendance of members is as follows:

Title	Name	Number of actual participations	Number of actual participations through a proxy.	Rate of actual participations(%)	Remarks
Convener	Rung-Nian Lai	2	0	100%	
Member	Stephanie Lin	2	0	100%	
Member	Ming-Zhu Chen	1	0	100%	Resigned on September 17, 2025.
Member	Yi-Sheng Tseng	1	0	100%	Appointed on November 11, 2025.

Major resolution of the Remuneration Committee

The company's Remuneration Committee has met to review and evaluate of company's remuneration in 2025 as follows:

Date	Resolution
March 11 th , 2025 (The 4 th meeting of the 5 th Remuneration Committee)	Motion: 1. Distribution of remuneration to directors and employees (including managerial officers) in 2024. 2. Giving managerial officers a raise in 2025. The motions were passed by all members attending the 4 th meeting of the 5 th remuneration committee, and were lawfully submitted to the Board of Directors for approval, and subsequently passed without objection by all directors attending the 14 th meeting of the 22 nd Board of Directors.
December 16 th , 2025 (The 5 th meeting of the 5 th Remuneration Committee)	Motion: Annual bonus for managerial officers in 2025. The motion was passed by all members attending the 5 th meeting of the 5 th remuneration committee, and was lawfully submitted to the Board of Directors for approval, and subsequently passed without objection by all directors attending the 19 th meeting of the 22 nd Board of Directors.