

# AMICCOM Electronics Corporation (the “Company”)

## Organizational Rules of the Salary and Remuneration Committee

November 4, 2020

### Article 1: Establishing Purpose and Basis

In order to improve the salary and compensation system for the company's directors and managers, this organization has established the organizational regulations of the compensation committee (hereinafter referred to as "organizational regulations") in accordance with the provisions of Article 3 of the "Regulations for the Establishment and Exercise of Powers of the Compensation Committee for Companies Listed on Stock Exchanges or Traded at Securities Firms" (hereinafter referred to as "Compensation Committee Regulations") for compliance.

### Article 2: Scope of Application

The matters related to the authority of the company's Compensation Committee (hereinafter referred to as "the Committee") shall be governed by the provisions of the organizational regulations, unless otherwise stipulated by laws or the articles of association.

### Article 3: Announcement for Reference

The company shall place the contents of this organizational regulation on the company's website and the public information observatory for reference.

### Article 4: Functions of the Committee

The function of this committee is to evaluate the salary compensation policies and systems of the company's directors and managers from a professional and objective standpoint, and to provide recommendations to the board of directors for their decision-making reference.

### Article 5: Composition of the Committee

The members of this committee are appointed by a resolution of the board of directors, and the number of members shall not be less than three, with a majority of the members being independent directors.

The professional qualifications and independence of the members of this committee shall comply with the provisions of Articles 5 and 6 of the Regulations on the Authority of the Compensation Committee.

### Article 6: Term of Office and By-elections of the Committee

The term of the members of this committee is the same as the term of the appointed board of directors.

If a member of this committee is dismissed for any reason, resulting in the number of members being less than three, a board meeting should be convened within three months from the date of the occurrence to appoint new members. However, if an independent director is dismissed and there are no other independent directors, the company may first appoint a non-independent director as a member of the compensation committee before the independent directors are re-elected, and then appoint independent directors after the re-election.

#### Article 7: Scope of Responsibilities

This committee shall exercise the care of a good manager, faithfully perform the following duties, and submit the proposed recommendations for discussion by the board of directors:

1. Regularly review these regulations and propose amendments.
2. Establish and regularly review the policies, systems, standards, and structures for the annual and long-term performance goals and compensation of the company's directors and managers.
3. Regularly assess the performance goals achieved by the company's directors and managers, and determine the content and amount of their individual compensation.

When this committee exercises the powers mentioned above, it shall do so in accordance with the following principles:

1. Ensure that the company's compensation arrangements comply with relevant laws and are sufficient to attract outstanding talent.
2. The performance evaluation and compensation of directors and managers should refer to the typical standards of the industry, taking into account the time invested by individuals, the responsibilities they bear, the achievement of personal goals, performance in other positions, the compensation given to individuals in similar positions in recent years, as well as the assessment of individual performance in relation to the company's short-term and long-term business objectives, the company's financial condition, and the reasonableness of the connection between individual performance and the company's operational performance and future risks.
3. Directors and managers should not be guided to engage in behaviors that exceed the company's risk appetite in pursuit of salary compensation.
4. The proportion of bonuses and the timing of payment for variable compensation related to the short-term performance of directors and senior executives should be determined considering the characteristics of the industry and the nature of the company's business.
5. Members of this committee shall not participate in discussions or votes regarding decisions on their personal salary compensation.

The salary compensation referred to in the first two items includes cash compensation, stock options, dividend shares, retirement benefits or severance payments, various allowances, and other measures that provide substantial rewards; its scope should be consistent with the guidelines for the disclosure of directors' and managers' remuneration in the annual reports of publicly listed companies.

#### Article 8: Convening and Calling of Meetings

This committee meets twice a year, and the reason for the meeting should be specified when convening, with members being notified seven days in advance. However, this does not apply in cases of emergency.

This committee elects an independent director as the convener and chairperson of the meeting from among all its members; if the convener is on leave or unable to convene the meeting for any reason, they may designate another independent director from the committee to act on their behalf; if there are no other independent directors in the committee, the convener may designate another member of the committee to act on their behalf; if the convener has not designated a proxy, the other members of the committee shall elect one person to act as a proxy.

#### Article 9: Establishment of the Agenda

The agenda for the committee meeting is set by the convener, and other members may also propose items for discussion by the committee. The meeting agenda should be provided to the committee members in advance.

When this committee convenes, the company shall provide a sign-in book for attending members to sign in and for reference.

Members of this committee should attend the committee in person. If they cannot attend in person, they may delegate another member to attend on their behalf. Those participating in the meeting via video conference will be considered as attending in person.

When a member of this committee entrusts another member to attend the committee on their behalf, a letter of authorization must be issued each time, specifying the scope of authorization for the reasons for convening.

The third agent is limited to being entrusted by one person.

#### Article 10: Method of Resolution

This committee's resolutions require the agreement of more than half of all members. If there are no objections after the committee chair consults during the vote, it shall be considered passed, with the same effect as a voting decision.

The results of the previous vote shall be reported on the spot and recorded.

This committee shall explain the salary compensation matters of its members during the meeting discussions. If there is a risk of harming the company's interests, that member shall not participate in the discussion or voting, and must recuse themselves during the discussion and voting. They are also not allowed to act on behalf of other members of the compensation committee to exercise their voting rights.

## Article 11: Minutes of the Meeting

The proceedings of this committee shall be recorded in minutes, which should accurately document the following matters:

1. Meeting session and time/location.
2. The name of the chairperson.
3. Attendance status of members, including the names and number of those present, on leave, and absent.
4. The names and titles of the attendees.
5. The name of the record.
6. Report items.
7. Discussion Items: The resolution methods and results of each proposal, the names of members involved in matters related to their own salary and compensation as stipulated in the previous article, the content of their salary and compensation, circumstances of avoidance, and any opposing or reserved opinions from members.
8. Temporary motions: The name of the proposer, the resolution method and results of the proposal, summaries of speeches by members, experts, and other personnel, the names of members involved in matters related to their own salary and compensation as stipulated in the previous article and the details of their salary and compensation, circumstances of recusal, and any opposing or reserved opinions from members.
9. Other matters to be recorded.

The decisions made by the Compensation Committee, if any member has opposing or reserved opinions that are recorded or stated in writing, shall be noted in the minutes and must be publicly announced on the information reporting website designated by the competent authority within two days from the occurrence of the event.

The sign-in sheet of this committee is part of the minutes; for those held via video conference, the video and audio materials are also part of the minutes.

The minutes of the meeting must be signed or stamped by the meeting chair and the recorder, and distributed to committee members within twenty days after the meeting. They should also be submitted to the board of directors and included in the company's important files, and must be kept for five years. The preparation and distribution of the minutes may be done electronically.

Before the expiration of the preservation period mentioned above, if a lawsuit arises regarding matters related to this committee, the preservation should be maintained until the lawsuit is concluded.

## Article 12: Handling of Meeting Resolutions

This committee may authorize the convener or other members of the committee to continue handling matters based on resolutions made under the powers stipulated in Article 7, or to carry out follow-up work after appointing professionals as per the resolution in Article 13, Paragraph 2. During the

execution period, they must provide a written report to this committee; if necessary, they should do so at the next meeting.

A meeting will be held to report to this committee for recognition or reporting.

#### Article 13: Resources for Exercising Authority

When this committee convenes, it may invite the company's directors, relevant department managers, internal auditors, accountants, legal advisors, or other personnel to attend the meeting and provide necessary information. However, they should leave the room during discussions and voting.

This committee may, by resolution, appoint lawyers, accountants, or other professionals to conduct necessary audits or provide consultations related to the exercise of its powers, with the associated costs borne by the company.

#### Article 14 Implementation

The regulations of this organization shall be implemented after being approved by the board of directors, and the same applies to any amendments.

#### Notice to readers

*This English-version rule is a translation of the Chinese version and is not an official document. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.*