

AMICCOM Electronics Corporation (The “Company”)

Salary Compensation Committee Implementation Status for the Year 2025

I. Information on the operation of the Salary Compensation Committee

(1) The company's compensation committee consists of 4 members.

The members' professional qualifications and experience, and the reasons for their appointment, are as follows:

Member	Professional qualifications and experience
Hsu-Tong, Deng Independent Director	<p>PhD in Business Administration from the University of Arcadia, Florida, USA.</p> <p>Previously served as an assistant professor at the Institute of International Business Studies at Ming Chuan University and is currently an assistant professor in the Department of Food and Beverage Management at Jinwen University of Science and Technology.</p> <p>The conveners of Audit committee and the Salary and Remuneration Committee.</p> <p>Dr. Deng possesses background in accounting and finance.</p>
Yih-Lang, Li Independent Director	<p>PhD in the Department of Computer Science from National Tsing Hua University.</p> <p>Previously served as Deputy Manager of Siyuan Technology and is currently a Professor of the Department of Computer Science and Engineering at National Yang Ming Chiao Tung University.</p> <p>Dr. Li possesses industry expertise and practical experience.</p>
Chih-Hao, Kao Independent Director	<p>PhD in the Department of Radiochemistry from Johns Hopkins University, USA.</p> <p>Previously served as Associate Professor in the Department of Neurology at the University of Southern California School of Medicine and Director of the Department of Nuclear Medicine and Pharmaceutical at Hualien Tzu Chi Hospital.</p> <p>Currently serving as the Chief Technology Officer at Pet Pharm Biotech Co., Ltd.</p> <p>Legal representative director of Lemen Bioscientific Co., Ltd.</p> <p>Dr. Kao possesses industry expertise and practical experience.</p>
Pei-Yu, Cheng Independent Director	<p>Master's Degree in the Department of Engineering and Systems Science from National Tsing Hua University.</p> <p>Mr. Cheng Currently serves on the board of directors of several companies and possesses industry expertise and practical experience.</p>

(2) Current term: From June 7, 2023, to June 6, 2026, the Salary and Compensation Committee held 3 meetings in 2025 (A), and the attendance of the 4 independent directors is as follows:

Title	Name	Actual Attendance Count (B)	Proxy Attendance Count	Actual Attendance Rate (%) (B/A) (Note)	Remarks (Note)
Independent Director/ Convener	Hsu-Tong, Deng	3	0	100	Re-election
Independent director	Yih-Lang, Li	3	0	100	Re-election
Independent director	Chih-Hao, Kao	3	0	100	Re-election
Independent director	Pei-Yu, Cheng	3	0	100	New Appointment

Note: The date for the re-election of directors is June 7, 2023, and the term of the audit committee is the same as that of the board of directors.

Other mentionable items:

1. If the board of directors does not adopt or amend the recommendations of the compensation committee, it should specify the date of the board meeting, the period, the content of the proposal, the resolution results of the board, and how the company handles the opinions of the compensation committee (for example, if the compensation approved by the board is better than the recommendations of the compensation committee, the differences and reasons should be specified): None.
2. For the resolutions made by the Compensation Committee, if any member has opposing or reserved opinions that are recorded or stated in writing, the date, session, content of the proposal, all members' opinions, and how those opinions were addressed should be clearly stated: The reasons for the discussions and the resolutions of the Compensation Committee are as follows:

Meeting Date	Proposal Content and Follow-up Actions	Resolution Result	Company's Handling of Opinions from the Compensation Committee
The 6th meeting of the 5th Session 2.26.2025	1. Proposal for the company's non-distribution of employee compensation and directors' remuneration case for the year 2024.	The entire committee members agree to pass.	The board of directors is approved by the unanimous consent of all attending directors.

	2. Proposal for the company's performance evaluation reports for the Board of Directors, functional committees and individual board members for the year 2024.		
The 7th meeting of the 5th Session 7.29.2025	1. Proposal for the company's 2025 first issuance of employee stock option certificates, and the list and the number of managers allocated. 2. Proposal for the amendment to the company's "Compensation Guidelines for Directors and Managers".	The entire committee members agree to pass.	The board of directors is approved by the unanimous consent of all attending directors.
The 8th meeting of the 5th Session 10.29.2025	1. Proposal for the allocation ratio for employee compensation and director remuneration expenses for the year 2025.	The entire committee members agree to pass.	The board of directors is approved by the unanimous consent of all attending directors.

The company has approved the "Compensation Committee Organization Regulations" by the Board of Directors on April 30, 2012, and has established the Compensation Committee. The current committee members include four independent directors of the company: Mr. Hsu-Tong, Deng, Mr. Yih-Lang, Li, Mr. Chih-Hao, Kao, and Mr. Pei-Yu, Cheng, with Mr. Hsu-Tong, Deng serving as the convener. All members possess professional qualifications that comply with the regulations set forth in the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange". The committee has also adopted its organizational regulations as stipulated by relevant laws and is required to meet at least twice a year or convene meetings as needed.

II. Regular Review of Salary Compensation

The function of the company's Compensation Committee is to evaluate the salary and compensation policies and systems for the company's directors and managers from a professional and objective standpoint. The committee meets at least twice a year and may convene additional meetings as needed, providing recommendations to the board of directors for their decision-making reference.

1. The authority of the company's Compensation Committee.

(1) Regularly review the company's compensation policies and propose amendments.

- (2) Establish and regularly review the policies, systems, standards, and structures for the performance and compensation of the company's directors and managers.
 - (3) Regularly assess the salary and compensation of the company's directors and managers.
2. The Compensation Committee shall perform its duties in accordance with the following standards:
- (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, and consider the reasonableness of the relationship between individual performance, company 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 awarded for the short-term performance of directors and senior executives, as well as the timing of payment for variable compensation, should be determined by considering the characteristics of the industry and the nature of the company's business.
 - (5) Members of the committee shall not participate in discussions or votes regarding decisions on their personal salary compensation.