

## CHIEFTEK PRECISION Co., Ltd. Organization Charter of the Remuneration Committee

September 2020

### Article 1:

In order to implement corporate governance and establish a sound remuneration system for directors, supervisors, and managers, the Company establishes a Remuneration Committee in accordance with the Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Whose Shares Are Listed on the Stock Exchange or Traded on the Over-the-Counter Market, and hereby formulates this Organization Charter for compliance.

### Article 2:

Matters related to the powers and duties of the Committee shall be governed by this Charter, unless otherwise provided by applicable laws or the Articles of Incorporation.

### Article 3:

The Committee shall consist of no fewer than three members appointed by resolution of the Board of Directors. A majority of the members shall be independent directors. One independent director shall be elected by all members to serve as the convener and chairperson of the Committee.

The professional qualifications and independence of the Committee members shall comply with Articles 5 and 6 of the applicable regulations.

The term of office of the Committee members shall be the same as that of the appointing Board of Directors. If the number of members

falls below three due to dismissal, a Board meeting shall be convened within three months from the date of occurrence to appoint replacements. If an independent director is dismissed and no other independent directors remain, a non-independent director may be appointed temporarily until a new independent director is elected.

The Company shall announce and report the appointment or change of Committee members on the information reporting website designated by the competent authority within two days from the date of occurrence.

#### Article 4 (Newly Added):

Committee members shall maintain independence within the scope of their duties and shall have no direct or indirect interest in the Company. Within the two years prior to appointment and during the term of office, members shall not have any of the following circumstances:

1. Employment by the Company or its affiliates.
2. Serving as a director or supervisor of the Company or its affiliates.
3. Holding more than 1% of the Company's issued shares or being among the top ten shareholders.
4. Being a spouse or close relative of the persons described above.
5. Serving as a director, supervisor, or employee of a legal entity shareholder holding more than 5% of the Company's shares.
6. Having interlocking directorates controlled by the same person.
7. Having the same chairperson or general manager as another company.
8. Being a director, supervisor, manager, or major shareholder of a company with significant financial or business dealings with the Company.
9. Providing audit, legal, financial, accounting, or consulting services

with cumulative compensation exceeding NT\$500,000 over the past two years.

#### Article 5:

The Committee shall faithfully perform its duties with the care of a prudent administrator and submit its recommendations to the Board of Directors, including:

1. Proposing remuneration policies and periodic evaluation reports for directors, supervisors, and managers.
2. Formulating and reviewing performance evaluations.
3. Reviewing remuneration structures and systems.
4. Evaluating performance targets and determining individual remuneration amounts.
5. Other matters assigned by the Board of Directors.

#### Article 6:

The Human Resources Department shall serve as the secretariat of the Committee and be responsible for meeting preparation, notices, proceedings, and minutes.

The Committee shall convene at least twice a year.

#### Article 7 (Newly Added):

Committee members shall recuse themselves from discussions and voting on matters involving their own remuneration if there is a risk of harming the Company's interests.

#### Article 8:

Resolutions shall be adopted by a majority of all Committee members unless otherwise provided by law or the Articles of Incorporation.

Meeting minutes shall be prepared and permanently retained.

**Article 9:**

No Committee member may participate in decisions regarding his or her own remuneration or that of related parties.

**Article 10:**

The Committee may engage lawyers, accountants, or other professionals as necessary, with expenses borne by the Company.

**Article 11:**

Execution of resolutions may be delegated and reported in writing to the Committee.

**Article 12:**

Matters not covered herein shall be handled in accordance with applicable laws and regulations.

**Article 13:**

This Charter shall take effect upon approval by the Board of Directors. Amendments shall follow the same procedure.

**Article 14:**

This Charter was enacted on December 22, 2011, and amended on December 14, 2017, April 28, 2020, and September 18, 2020.