

Article 1

To enhance the functionality of the company's board of directors and strengthen the management mechanism, this Committee Charter (hereinafter referred to as the "Charter") is established in accordance with Article 27, Paragraph 3 of the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies.

Article 2

Matters related to the powers of the company's Nomination Committee, unless otherwise provided by laws or the company's articles of association, shall be governed by this Charter.

Article 3

The company shall place the contents of this Charter on the company's website and the Market Observation Post System for reference.

Article 4

The Committee shall be composed of at least three directors nominated by the board of directors, with more than half being independent directors. The term of office for directors joining the Committee, unless otherwise provided by laws or the company's articles of association or rules, shall be from the date of nomination by the board of directors until the expiration of the director's term, resignation from the Committee or the board, or replacement by the board.

Article 5

Under the authorization of the board of directors, the Committee shall faithfully perform the following duties with the care of a good administrator and submit recommendations to the board for discussion:

1. Formulate the standards for the professional knowledge, skills, experience, and gender diversity required for directors and independent directors, and seek, review, and nominate candidates accordingly.
2. Construct and develop the organizational structure of the board and its committees, conduct performance evaluations of the board, committees, and directors, and assess the independence of independent directors.
3. Establish or review the continuing education plans for directors.
4. Formulate the company's corporate governance best practice principles.

When performing the above duties, if a Committee member has a conflict of interest, they must explain the important content of the conflict at the meeting. If it may harm the company's interests, they shall not participate in the discussion and voting, and must recuse themselves. They also cannot exercise voting rights on behalf of other members. If a Committee member's spouse, relatives within the second degree of kinship, or a company controlled by the member has a conflict of interest, it is considered that the member has a personal conflict of interest.

If the board does not adopt the Committee's recommendations, it must be approved by at least two-thirds of all directors present and a majority of the directors present. The company must record the differences and reasons in the board meeting minutes and announce and report them on the Market Observation Post System within two days from the date of the board's resolution.

Article 6

In accordance with Article 5, Paragraph 1, Item 1, the Committee shall handle the following matters:

1. Based on the company's scale and business nature, consider the professional knowledge, skills, experience, gender, and independence required for directors and independent directors, and regularly review the number and qualifications of directors and independent directors.
2. Based on the number and qualifications determined in the previous item, find suitable candidates for directors and independent directors, submit a list of candidates to the board, and carefully evaluate the qualifications and conditions of the nominees, including any circumstances listed in Article 30 of the Company Act, and handle in accordance with Article 192-1 of the Company Act.
3. When nominating independent director candidates, consider the nominee's qualifications, professionalism, integrity, and concurrent positions as directors, supervisors, committee members, or chairpersons of other companies, and whether they meet the conditions set by the Securities and Exchange Act, the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, and the requirements of the Taiwan Stock Exchange or the Taipei Exchange, with the primary consideration being the long-term interests of shareholders.

Article 7

In accordance with Article 5, Paragraph 1, Item 2, the Committee shall handle the following matters:

1. Establish standards and qualifications for the members of each committee under the board and recommend their organizational rules. These should be reviewed at least once a year and timely amendments should be proposed to the board.
2. Review the qualifications and potential conflicts of interest of candidates for committee members, and recommend new members and conveners to the board.
3. Conduct annual performance evaluations of the board, committees, and directors. The term of office for conveners and members of each committee should align with the term of directors and independent directors, generally three years per term.

Article 8

The Committee shall meet at least twice a year and may convene meetings as needed. The convener shall specify the reasons for the meeting and notify Committee members seven days in advance, except in emergencies.

Meetings shall be convened by an independent director who acts as the convener and chairperson. If the convener is on leave or unable to convene the meeting, or must recuse themselves according to

Article 5, Paragraph 2, another independent director designated by the convener shall act as the proxy. If no proxy is designated, the other members shall elect an independent director to act as the proxy.

The Committee may invite managers, internal auditors, accountants, legal advisors, or other personnel to attend meetings and provide necessary information.

Article 9

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

The company shall prepare a sign-in book for members attending the meeting and keep it for reference. Members should attend the Committee meetings in person. If unable to attend, they may appoint another member as a proxy. Participation via video conference is considered attendance in person.

When appointing a proxy, a written proxy form must be provided for each meeting, listing the scope of authorization. A proxy may only represent one member.

Article 10

For resolutions, unless otherwise provided by laws or the company's articles of association or rules, at least two-thirds of the Committee members must be present, and a majority of the members present must agree.

The Committee's proceedings shall be recorded in minutes, detailing the following:

1. Session, time, and place of the meeting.
2. Name of the chairperson.
3. Attendance status, including names and numbers of attendees, absentees, and those on leave.
4. Names and titles of attendees.
5. Name of the recorder.
6. Report items.
7. Discussion items: methods and results of each proposal, dissenting or reserved opinions of Committee members.
8. Extraordinary motions: names of proposers, methods and results of resolutions, summaries of speeches by Committee members, experts, and other personnel, dissenting or reserved opinions.
9. Other matters to be recorded.

The sign-in book is part of the minutes; for video conferences, the video and audio recordings are also part of the minutes. The minutes must be signed or sealed by the chairperson and recorder and distributed to Committee members within 20 days after the meeting. They should be reported to the board and included in the company's important files, kept for five years. The production and distribution of minutes may be done electronically. If a lawsuit related to the Committee occurs before the retention period expires, the minutes should be kept until the lawsuit ends.

Article 11

The Committee may, by resolution, appoint lawyers, professional recruitment firms, investment banks, accountants, or other professionals to provide consultation and assistance on matters related to Articles 5 and 6, with the costs borne by the company. The appointment of professionals, their relationship with the company, and the costs should be disclosed in the company's annual report.

Article 12

The company's annual report should disclose relevant information about the Committee, including the procedures for recommending candidates, the standards candidates must meet, the achievement of these procedures and standards, and the Committee's operations, including its composition, meeting frequency, and attendance.

The Committee's operations should also be disclosed on the Market Observation Post System.

Article 13

Matters resolved by the Committee may be delegated to the convener or other Committee members for execution, with written or oral reports to the Committee during the execution period. If necessary, the matters should be reported or ratified at the next meeting.

Article 14

This Charter shall take effect after approval by the board of directors. Amendments shall follow the same procedure. This Charter was established on August 11, 2017. The first amendment was on August 7, 2020.