

TSC Auto ID Technology Co., Ltd.

Remuneration Committee' Operations on 2025

1. Responsibilities of the Remuneration Committee:

The Committee shall exercise the due care of a good administrator according to the above Charter in performance of the following duties and to propose recommendations to the Board of Directors as needed:

- (1) Review the Charter regularly and propose amendments as needed.
- (2) Establish and regularly review performance evaluation standards of the Company's directors and manager, as well as salary/remuneration structure, system, and policies.
- (3) Regular evaluation and determination of directors' and managers' salary and compensation.

2. Functionality of the Remuneration Committee:

- (1) The Company's Remuneration Committee consists of 3 members, all of whom are independent directors.
- (2) Duration of service of the current board: from June 26, 2025, to June 16, 2028. The Remuneration Committee held 4 meetings (A) in 2025. The attendance of the members is detailed as follows:

(3) Title	Name	No. of in-person attendances (B)	No. of proxy attendances	Actual attendance rate (%) (B/A)	Remarks
Convener	Ma Chia Ying	4	0	100	Re-elected on 2025.06.26
Committee member	Lin Tuo Zhi	4	0	100	
Committee member	Lin Hsin Tien	2	0	100	Newly elected on 2025.06.26
Committee member	Li Chun Chi	2	0	100	Resigned on 2025.06.17

3. Other mandatory disclosures:

- (1) If the board of directors does not accept, or amends, any recommendation of the remuneration committee, specify the board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the board of directors, and the measures taken by the Company with respect to the opinions given by of the remuneration committee (e.g., if the

salary/compensation approved by the board is higher than the recommendation of the remuneration committee, specify the difference(s) and the reasons): None.

- (2) Objections or reservations voiced by members of the Remuneration Committee on record/written statement regarding decisions resolved: None.
- (3) Summary of Discussion Items, Resolutions, and Key Work Focus of the Compensation Committee: Please refer to [Major Remuneration Committee's resolutions on 2025].