

TSC Auto ID Technology Co., Ltd.

Remuneration Committee Charter

Article 1. (Purpose and Basis)

In order to perfect the Company's directors and managers remuneration system, the Company has formulated the Remuneration Committee Charter (hereinafter referred to as the "Charter") in accordance with Article 3 of 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" (hereinafter referred to as the "Regulations").

Article 2. (Scope of Application)

Matters related to the duties and powers of the Company's Remuneration Committee (hereinafter referred to as the "Committee") are to be handled in accordance with the Articles of Incorporation, unless otherwise provided by laws or regulations.

Article 3. (Announcement for future reference)

The Company shall post the contents of the Charter on the Company's website and MOPS for inquiry.

Article 4. (Functions of the Committee)

The Committee shall professionally and objectively evaluate the remuneration policies and systems for the directors and managerial officers of the Company and submit recommendations to the Board of Directors for its reference in decision making.

Article 5. (Composition of the Committee)

The committee members shall be appointed by resolution of the Board of Directors. The committee shall not be fewer than three members, and more than half of the members shall be independent directors. The convener and meeting chair shall be elected by and from all independent directors present.

The professional qualifications and degree of independence of the members of the Committee shall meet the requirements set out in Articles 5 and 6 of the Regulations.

Article 6. (Term of office of the Committee members and by-election)

The term of office for the Committee will be the same as that of the current Board of Directors

When there is a new appointment or change in a member of the Committee, the Company shall publicly announce all relevant information on the website designated by the competent authority within two days.

When a member of the Committee is dismissed for any reason, resulting in there being less than 3 members, a Board of Directors meeting shall be held within 3 months to appoint a replacement. Notwithstanding, where the independent director members are discharged and no there are no other independent directors available, before the Company elects the replacement pursuant to the relevant requirements, it may appoint someone other than an independent director as the member of the Remuneration Committee in the interim, and then appoint a full-time member at the next election.

Article 7. (Scope of Job Duties)

- I. 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:
 - (I) Review the Charter regularly and propose amendments as needed.
 - (II) Establish and regularly review performance evaluation standards of the Company's directors and manager, as well as salary/remuneration structure, system, and policies.
 - (III) Regular evaluation and determination of directors' and managers' salary and compensation.
- II. The Remuneration Committee shall abide by the following principles when performing the duties mentioned in the preceding paragraph:
 - (I) Ensure that the Company's compensation arrangements comply with all relevant laws and are capable of attracting top talent.
 - (II) Performance appraisal and compensation levels of directors and managerial officers shall take into account the standard industry pay levels, individual performance evaluations, dedication, achievements, other related performance indicators, and compensation paid to other employees in similar positions in the most recent two years. Also to be evaluated is the correlation between individual performance and the overall performance of the Company, as well as risk exposure and present and future business planning.
 - (III) The compensation should not entice directors and managers into seeking high returns by acting outside the Company's risk appetite.
 - (IV) Short-term performance remuneration to directors and senior executives and the timing of variable salary payments/compensations shall be set according to industry characteristics and the Company's business nature.
 - (V) The remuneration of directors and managers shall not be out of step with the Company's overall financial performance. For example, it shall not be

higher than in the previous year if a major decline in profits or long-term losses occurred.

- (VI) No member of the Committee may participate in discussion and voting on matters relating to that member's individual compensation.
- III. The remuneration referred to in the preceding two paragraphs includes cash compensations, stock options, dividends, retirement benefits, severance pay, allowances of all kinds, and other substantive incentives. Its scope is consistent with the remuneration of directors and managers stated in the Regulations Governing Information to be Published in Annual Reports of Public Companies.
- IV. When discussing Committee proposals, the Board of Directors shall take into consideration the amount of remuneration proposed, the method of payment, and the Company's future risks and business plans.
- V. If the Board of Directors would like to decline to adopt, or modify a recommendation of the Committee, it shall require the consent of a majority of the directors in attendance at a meeting attended by two-thirds or more of the entire Board, and shall provide a complete and satisfactory explanation for doing so.
- VI. If the remuneration passed by the Board of Directors exceeds the recommendation of the Committee, the circumstances and cause for the difference shall be specified in the Board meeting minutes, and shall be publicly announced and reported on the information reporting website designated by the competent authority within 2 days counting from the date of passage by the Board of Directors.
- VII. If decision-making and handling of any matter relating to the remuneration of directors and managerial officers of a subsidiary of the Company is delegated to the subsidiary but requires ratification by the Board of Directors of the parent company, the Committee shall be asked to make recommendations before the matter is submitted to the Board of Directors for deliberation.

Article 8. Meeting administration

- I. The administrative unit of the Committee is the Finance Department. It is responsible convening the meeting and preparing the meeting notifications, the meeting agenda, hosting the meeting, and recording and reporting the meeting.
- II. The Committee shall meet at least twice a year. In calling a meeting of the Committee, a notice setting forth the item(s) to be discussed shall be given to each member at least 7 days prior to the meeting. Unless in emergency circumstances.
- III. The meeting notice may be delivered by email or fax. Members shall be deemed to have received the notices if they attend the meeting in person.
- IV. When the convener takes leave or is, for any other reason, unable to convene a meeting, the meeting shall be convened by another independent director of the

Committee designated by the convener. When the convener makes no such designation, an independent director shall be elected by and from all present independent directors to act as convener. Or, if there is no other independent director on the committee, another member elected by and from among the other members of the Committee shall act as convener.

- V. The Committee meeting agenda shall be set forth by the convener. The other members may also submit motions to the Committee meeting for discussion. The meeting agenda shall be provided to the Committee members in advance.
- VI. When a Committee meeting is held, the Company shall provide an attendance book for attendees to sign members and to be thereafter made available for reference. The Committee members shall attend the meeting in person; a member who cannot attend in person may appoint another member to attend as their proxy. Members participating in a video conference shall be deemed attending the meeting in person.
- VII. When a member of the Committee appoints another member to attend the meeting on their behalf, they shall, in each case, issue a written proxy form that states the scope of authority with reference to the subjects to be discussed at the meeting.
- VIII. A resolution of the Committee shall require the approval of one-half or more of all of the members. During voting, if the chairperson solicits and receives no dissents, the proposal is deemed passed, with equivalent force as a resolution by vote. The voting results of the Committee shall be announced on the spot and recorded.
- IX. The Committee may invite directors, managers from relevant departments, internal auditors, CPAs, legal advisors, or other personnel of the Company to attend meetings and provide necessary information.

Article 9. (Meeting minutes)

Minutes shall be prepared on the discussions at the meeting. The meeting minutes shall state the following honestly:

- I. The session and the term, and the place and time of the meeting.
- II. Name of the chair.
- III. Attendance of members at the meeting, specifying the names of those present, excused, and absent.
- IV. Names and titles of those attending the meeting as nonvoting participants.
- V. Name of minutes taker.
- VI. Report Items.
- VII. Discussion matters: The method of resolution and the result for each proposal, the name of any member whose own remuneration comes under discussion, the

content of the discussion about the member's remuneration, recusal status, and opinions expressing objections or reservations at the meeting.

VIII. Extemporary motions: The name of the mover; the method of resolution and the result for each motion; a summary of the comments made by the Committee members, experts, or other persons; the name of any member whose own remuneration comes under discussion, the content of the discussion about the member's remuneration; the reasons why the member was required or not required to enter recusal, and the status of his/her recusal; the Committee members' opinions expressing objections or reservations.

IX. Other mandatory disclosures.

If, with respect to any resolution of the remuneration committee, any member has a dissenting or qualified opinion that is on record or stated in a written statement, the opinion shall be stated in the meeting minutes, and additionally, within two days from the date of occurrence, shall be publicly disclosed and reported on the information reporting website designated by the competent authority.

The attendance book forms a part of the minutes for each meeting. If a video conference is convened, the video and audio data shall be a part of the minutes of the meeting.

The minutes of a meeting shall bear the signature or seal of both the chairperson and the minutes taker. A copy of the minutes shall be distributed to each member within 20 days after the meeting and reported to the Board of Directors and be preserved in the Company's records for five years. The meeting minutes may be produced and distributed in an electronic form.

In the event of any litigation relating to the Committee's resolutions before the retention period referred to in the preceding paragraph expires, the relevant information shall be retained until the conclusion of the litigation.

Article 10. (Response to the resolutions)

The Committee, with its authority under Article 7 herein, or resolved by the Committee to be delegated to professional personnel pursuant to Paragraph 2, Article 13 herein, may be authorized to follow through on implementing resolutions of the Board of Directors. A written or oral report shall be reported to the Committee during the implementation period, and if necessary, it shall be submitted to the Committee at the next meeting for ratification.

Article 11. (Recusal)

When a meeting of the remuneration committee will discuss the remuneration of any member of the Committee, it will be clearly stated at the meeting. If there is likely to be any prejudice to the interests of the Company, that member may not participate in the discussion or voting and shall enter recusal during the discussion and voting. The

member may not act as another Committee member's proxy to exercise voting rights on that matter.

Article 12. (Audit and Consultation)

The Committee may, by resolution, appoint attorneys-at-law, CPAs or other professionals to conduct necessary audits or provide consultations, and the expenses incurred therefor shall be borne by the Company.

Article 13. (Confidentiality)

The personnel present at meeting shall keep in confidence the matters reviewed by the Committee and shall not disclose matters to the public before they are authorized; otherwise, the violators shall be disciplined pursuant to the relevant rules.

Article 14. (Implementation and others)

Any matters not covered herein shall be governed by other regulations of the Company or the competent authority's related laws and regulations.

The Charter shall be enforced upon approval per resolution of the Board of Directors. The same shall apply where the Charter is amended.

Article 15. (Amendments)

The Charter was formulated on December 23, 2011.

First amendment made on March 15, 2023.