

**Symtek Automation Asia Co., Ltd.**  
**Functional Committee Composition, Responsibilities**  
**and Operations**

On June 4, 2025, a complete re-election was held for the tenth board of directors. One new independent director was added to the board. The functional committee is composed of all independent directors.

Job Title	Name	Compensation Committee	Audit Committee	Nomination Committee	Sustainable Development Committee
Independent Director	Jian Rongkun	V (Chairman)	V	V	V
Independent Director	He Jiande	V	V (Chairman)	V	V
Independent Director	Liu Zhihong	V	V	V (Chairman)	V
Independent Director	Xie Rongfeng	V	V	V	V (Chairman)

Committee member Mr. Chien Jung-Kun holds a Master of Business Administration degree from the College of Commerce at National Chengchi University. He founded EISUN Industrial Co., Ltd., where he served as Chairman for over 20 years, and introduced energy management methods to align with the global net-zero trend. He also serves as an Independent Director of Radek Optics Co., Ltd., Chairman of EISUN Enterprise Co., Ltd., and Chairman of Yicheng Construction Co., Ltd.

Committee member Mr. Liu Chih-Hung holds a Master's degree in Accounting from National Taiwan University and is a certified public accountant, with over 20 years of experience practicing in accounting firms. He currently serves as Chairman of Chien Hsing Materials Technology Co., Ltd., and as an independent director of the following three companies: Poya International Co., Ltd., Hsiang Yi Pharmaceutical Co., Ltd., and Po-Wen Health Business Co., Ltd.

Committee member Mr. He Jiande holds a Ph.D. in Technology Management from Portland State University and is currently a professor at the

College of Management, Yuan Ze University, where he has over 10 years of experience in talent cultivation and development. His areas of expertise include strategic technology management, competitive strategies for high-tech businesses, and innovation management. He also serves as the legal representative of the following two companies: Wan Chang Venture Capital Co., Ltd., and Lianxun Venture Capital Co., Ltd.

Committee Mr. Hsieh Jung-feng holds a Ph.D. in Management from the National Taiwan University of Science and Technology . He currently serves as the Secretary-General of the National Association for Innovation and Entrepreneurship. He has held public office for over 25 years and has been promoting cooperation between Taiwanese startups and international partners within the Ministry of Economic Affairs to accelerate their expansion into international markets.

All of the above members possess the professional competence required by the committee.

### **Compensation Committee**

Compensation Committee was founded on 25, Oct. 2013. The 「Compensation Committee Organizational Regulations」 abstract as below :

#### Article 7 Scope of Duties

The Committee shall exercise the care of a good administrator to faithfully perform the following duties and present its recommendations to the board of directors for discussion. However, recommendations regarding compensation for supervisors may be submitted to the board of directors for discussion only when the board of directors is expressly authorized to resolve on that matter by the articles of incorporation or by a resolution of the shareholders meeting.

1. Periodically reviewing this Charter and making recommendations for amendments.
2. Establishing and periodically reviewing the performance assessment standards, annual and long-term performance goals, and the policies, systems, standards, and structure for the compensation of the directors, supervisors, and managerial officers of this corporation, and disclose the contents of the performance assessment standards in the annual report.

3. Periodically assessing the degree to which performance goals for the directors, and managerial officers of this Corporation have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards. The annual report shall disclose the results of the individual performance assessments of the directors, and managerial officers and the connection between and reasonableness of the contents and amounts of their individual compensation and performance assessment results, and making a report at a shareholders' meeting.

The Committee shall perform the duties under the preceding paragraph in accordance with the following principles.

1. Ensuring that the compensation arrangements of this Corporation comply with applicable laws and regulations and are sufficient to recruit outstanding talent.
2. Performance assessments and compensation levels of directors, and managerial officers shall take into account the general pay levels in the industry, individual performance assessment results, the time spent by the individual and their responsibilities, the extent of goal achievement, their performance in other positions, and the compensation paid to employees holding equivalent positions in recent years. Also to be evaluated are the reasonableness of the correlation between the individual's performance and this Corporation's operational performance and future risk exposure, with respect to the achievement of short-term and long-term business goals and the financial position of this corporation.
3. There shall be no incentive for the directors or managerial officers to pursue compensation by engaging in activities that exceed the tolerable risk level of this corporation.
4. For directors and senior managerial officers, the percentage of remuneration to be distributed based on their short-term performance and the time for payment of any variable compensation shall be decided with regard to the characteristics of the industry and the nature of this Corporation's business.
5. Reasonableness shall be taken into account when the contents and amounts of the compensation of the directors, and managerial officers are set. It is not advisable for decisions on the compensation of the directors, supervisors, and managerial officers to run contrary to financial performance to a material extent. It is not advisable for said compensation to be higher than that in the preceding year in the event of a material decline in profits or of long-term losses. If it is still higher than that in the preceding year, the reasonableness shall be explained in the annual report and reported at a shareholders' meeting.
6. No member of the Committee may participate in discussion and voting when the Committee is deciding on that member's individual compensations.

"Compensation" as used in the preceding two paragraphs includes cash compensation, stock options, profit sharing and stock ownership, retirement benefits or severance pay, allowances or stipends of any kind, and other substantive incentive measures. Its scope shall be consistent with the compensation for directors, and managerial officers as set out in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

If the decision-making and handling of any matter relating to the remuneration of directors and managerial officers of a subsidiary is delegated to the subsidiary but requires ratification by the board of directors of this Corporation, the Committee shall be asked to make recommendations before the matter is submitted to the board of directors for deliberation.

### **Operation of the Compensation Committee in 2025**

Term of this committee is from June 4 , 2025 to June 3 , 2028 .

As of December 31, 2025 , a total of 6 meetings had been held , and the attendance of committee members was as follows:

Name	Attendance frequency	Actual attendance frequency	Not present or represented by proxy frequency
Jian Rongkun	6	6	0
He Jiande	6	6	0
Liu Zhihong	6	6	0
Xie Rongfeng	3	3	0

### **Audit Committee**

Audit Committee was founded on August 13, 2014.

The 「 Audit Committee Organizational Regulations 」 abstract as below :

Article 6 The powers of the Committee are as follows:

1. The adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2. Assessment of the effectiveness of the internal control system.

3. The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees for other.

4. Matters in which a director is an interested party.

5. Asset transactions or derivatives trading of a material nature.

6. Loans of funds, endorsements, or provision of guarantees of a material nature.

7. The offering, issuance, or private placement of equity-type securities.

8. The hiring or dismissal of a certified public accountant, or their compensation.

9. The appointment or discharge of a financial, accounting, or internal audit officer.

10. Annual and semi-annual financial reports.

11. Other material matters as may be required by this Corporation or by the competent authority.

The matters under the preceding paragraph shall be subject to the approval of one half or more of the entire membership of the Committee and shall be submitted to the board of directors for a resolution. Any matter in the paragraph 1, with the exception of subparagraph 10, that has not been approved by one half or more of the entire membership of the Committee may be adopted with the approval of two thirds or more of the entire board of directors. "The entire membership," as used herein, shall be counted as the number of members actually in office at the given time. The convener of the Committee shall represent the Committee to the public.

### **Operation of the Audit Committee in 2025**

Term of this committee is from June 4, 2025 to June 3, 2028.

As of December 31, 2025, a total of 7 meetings had been held, and the attendance of committee members was as follows:

Name	Attendance frequency	Actual attendance frequency	Not present or represented by proxy frequency
Jian Rongkun	7	7	0
He Jiande	7	7	0

Liu Zhihong	7	7	0
Xie Rongfeng	4	4	0

### **Nomination Committee**

To strengthen management functions, the company established a Nomination Committee on August 12 , 2022 .

The following is a summary of our company's "Nomination Committee Organization Regulations":

#### Article 5

This committee , authorized by the board of directors, shall, with the care of a prudent manager, faithfully perform the following duties and submit its recommendations to the board of directors for discussion:

1. Establish standards for the professional knowledge, skills, experience, gender diversity, and independence required for board members and senior managers, and use these standards to find, review, and nominate candidates for board members and senior managers.
2. To construct and develop the organizational structure of the board of directors and its committees, to conduct performance evaluations of the board of directors, its committees, its directors and senior managers, and to assess the independence of independent directors.
3. Establish and regularly review the directors' professional development plan and the succession plan for directors and senior managers.
- IV. To establish the Company's Code of Conduct for Corporate Governance.

Members of this committee who have a conflict of interest in exercising the powers described above shall state the significant details of their conflict of interest at the current committee meeting. If such conflict of interest is detrimental to the company's interests, they shall not participate in the discussion or voting, and shall recuse themselves from such discussion and voting. They shall not act as proxies for other committee members in exercising their voting rights. Spouses, relatives within the second degree of blood of committee members, or companies that have a controlling or subordinate relationship with committee members, who have a conflict of interest in the matters discussed at the meeting, shall be deemed to have a conflict of interest with respect to those matters.

If the Board does not adopt the recommendations of this Committee, it shall be done with the attendance of more than two-thirds of all directors and the consent of more than half of the directors present. In addition to recording the differences and reasons in the minutes of the Board meeting , the Company shall also make a public announcement on the public information observation station within two days from the date of the Board's approval.

### **Operation of the Nomination Committee in 2025**

Term of this committee is from June 4, 2025 to June 3, 2028 .  
As of December 31, 2025, a total of 1 meeting had been held , and the attendance of committee members was as follows:

Name	Attendance frequency	Actual attendance frequency	Not present or represented by proxy frequency
Jian Rongkun	1	1	0
He Jiande	1	1	0
Liu Zhihong	1	1	0
Xie Rongfeng	0	0	0

### **Sustainable Development Committee**

To achieve the company's sustainability goals and strengthen sustainable governance, the company had Established a Sustainable Development Committee on June 26, 2025.

The following is a summary of our company's "Sustainability Development Committee Organizational Regulations":

#### Article 6

This committee, authorized by the board, shall, with the care of a prudent manager, faithfully perform the following functions and report to the board:

1. Formulate, promote, and strengthen the company's sustainable development policies, annual plans, and strategies.
2. Review, track and revise the implementation status and effectiveness of sustainable development.
3. Supervise matters related to sustainability information disclosure and review sustainability reports.
4. To supervise the implementation of the Company's code of conduct for sustainable development or other sustainable development-related work as resolved by the Board of Directors.

( part-time ) units for sustainable development assist this committee in implementing various plans, covering the following organizational tasks, and report to this committee on the implementation status of sustainable development:

1. Corporate Governance Team: Responsible for ensuring compliance with corporate governance laws and regulations, establishing reasonable compensation policies and employee performance appraisal systems, providing education and training, and establishing stakeholder communication mechanisms to achieve the company's goal of sustainable development.
2. Sustainable Environment Team: Responsible for environmental management systems, compliance with environmental laws and regulations and international standards, assessment of sustainable transformation, improvement of resource utilization, climate change response mechanisms, and establishment of dedicated environmental management units or personnel to achieve the goal of environmental sustainability.
3. Social Welfare Group: Responsible for human rights management policies and procedures, compliance with human rights laws and international standards, establishing internal and external communication among all members of the organization ( such as employees, subsidiaries, joint ventures, etc. ) and key members of the value chain, assessing relevant risks and management mechanisms, and promoting community and cultural development to achieve the goal of sustainable operation.
4. Sustainability Disclosure Team: Responsible for sustainability information management policies, compliance with relevant laws and international standards on sustainability information disclosure, and fully disclosing relevant and reliable sustainability information to enhance sustainability information transparency.

The interdepartmental team performs the tasks of the aforementioned group, compiles and implements plans or other sustainability-related matters, and reports the results to the dedicated ( part-time ) sustainability unit or this committee.

## **Operation of the Sustainable Development Committee in 2025**

Term of this committee is from June 4 , 2025 to June 3 , 2028 .

As of December 31, 2025 , a total of one meeting had been held, and the attendance of committee members was as follows:

Name	Attendance frequency	Actual attendance frequency	Not present or represented by proxy frequency
Jian Rongkun	1	1	0
He Jiande	1	1	0
Liu Zhihong	1	1	0
Xie Rongfeng	1	1	0