

Organization and Operations of the Compensation and Remuneration Committee

Faraday's Compensation and Remuneration Committee consists of three independent directors appointed by resolution of the Board of Directors. The purpose of the Compensation and Remuneration Committee is to assist the Board in implementing and evaluating the Company's overall compensation and benefits policies, as well as the performance evaluation standards, annual and long-term performance targets, and compensation policies, systems, standards and structures for directors and managers.

Professional qualifications and experience of Compensation and Remuneration Committee members

Name	Professional qualifications and experience	Independence	Number of independent directors serving in other companies
Bing-Kuan Luo (Convener)	Mr. Luo has knowledge of the industry, international market perspective, both operating management and academic abilities, abilities in legal, finance, crisis management, and corporate governance. He was the consultant at the Ministry of Economic Affairs and Eastern Taiwan Joint Services Center, Executive Yuan, Vice Chairman, Taiwan M&A and Private Equity Council (MAPECT), and CIO of Cassida International Capital and China Certified M&A Dealmaker . He is currently the Chairman of Hua-Shuan International Counselling Corp. and TIDA Taiwan, and is not under any circumstances listed in Article 30 of the Company Act.	They are independent directors and meet the independence criteria, including but not limited to the themselves, their spouse, relative within the second degree of kinship who are not director, supervisor, or employee of the Company or its affiliates; do not hold company shares; are not director, supervisor, or employee of an enterprise related to the Company; do not receive remuneration in	2
Wan-Fen Zhou	Ms. Zhou has knowledge of the industry, practical experience, both	the past two years for providing business,	0

Name	Professional qualifications and experience	Independence	Number of independent directors serving in other companies
	<p>decision-making and academic abilities, accounting and financial analysis ability, operation management, and practical ability in crisis management. She was the CFO of Dawning Leading Technology Inc., Deputy Manager at UMC, supervisor at Shieh Yung Investment Corp. and Director of Silicon Integrated Systems Corporation. Ms. Zhou is currently the Vice President and CFO of Finance and Sustainability Management Center at King Yuan Electronics Co., Ltd., and is not under any circumstances listed in Article 30 of the Company Act.</p>	<p>legal, financial, and accounting services to the Company or its affiliates.</p>	
Li-Ying Yeh	<p>Ms. Yeh's master's degree in Management at Drexel University, equipped with industry knowledge, international market perspective, management skills, and academic abilities, as well as financial accounting analysis skills and practical crisis management capabilities. Previously served as Managing Director of Everglory Group Pte. Ltd., Head of Corporate Banking at Citibank Taiwan, Senior Vice President of Corporate Banking at Chinatrust Commercial Bank, Relationship Manager at Citibank Taipei Branch, Sales Director at Comdisco Trade Inc. Taiwan, Executive Director at Canadian Imperial Bank of Commerce Taiwan Branch, and Assistant Financial Manager at JPMorgan Chase Manhattan Bank Taiwan Branch. Currently serving</p>		1

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	as the Chief Executive Officer and Director of Trust Capital Alternative Pte. Ltd., Director of Meng & Yume Innovate Pte. Ltd., Director of Private Alternative VCC, Independent Director of Aker Technology Co., Ltd., and Chairman of Quanxin Logistics Co., Ltd., and is not under any circumstances listed in Article 30 of the Company Act.		

Operation of the Compensation and Remuneration Committee

For the year 2025, the Compensation and Remuneration Committee conducted 3(A) meetings. The Independent Directors' attendance status is as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) B/A	Remark
Independent Director	Bing-Kuan Luo	3	0	100%	Convener
Independent Director	Wan-Fen Zhou	3	0	100%	
Independent Director	Li-Ying Yeh	3	0	100%	

Major resolutions of the Compensation and Remuneration Committee

Dates/Session	Contents of the Proposal	Resolution	Independent directors' objections, reservations or major proposals
February 21, 2025 3 rd session of 6 th term	<ul style="list-style-type: none"> Proposal for the remuneration distribution of Directors and employees in 2024. Proposal for the remuneration recommendations of managers. 	Approved by all Compensation and Remuneration Committee members and submit to the Board of Directors and approved by the Directors who participated in the discussion and voting.	None

Dates/Session	Contents of the Proposal	Resolution	Independent directors' objections, reservations or major proposals
April 22, 2025 4 th session of 6 th term	<ul style="list-style-type: none"> Proposal for the remuneration recommendations of managers. 	Approved by all Compensation and Remuneration Committee members and submit to the Board of Directors and approved by the Directors who participated in the discussion and voting.	None
October 28, 2025 5 th session of 6 th term	<ul style="list-style-type: none"> 2025 Managerial Compensation Performance Preliminary Evaluation Report and 2026 Compensation Indicator Design Proposal 	Approved by all Compensation and Remuneration Committee members and submit to the Board of Directors and approved by the Directors who participated in the discussion and voting.	None