HOWTEH TECHNOLOGY CO., LTD.

Remuneration Committee: Annual Key Responsibilities and Activities

Fiscal Year 2026

The Remuneration Committee shall faithfully exercise the following duties with the due care of a prudent administrator and submit its recommendations to the Board of Directors for deliberation:

- Establish and periodically review the policies, systems, standards and structure for performance evaluations and remuneration of directors and managerial officers.
- Periodically evaluate and determine the remuneration of directors and managerial officers.

Committee Composition and Attendance

The Remuneration Committee consists of three members. The term of the sixth-term committee is June 21, 2024 to June 20, 2027. The committee held two meetings in 2026 (A). Attendance is summarized below.

Position	Name	Meetings Attended (B)	By Proxy	Attendance Rate (B/A)
Independent Director / Convener	Li Ta-Ching	2	0	100%
Independent Director / Member	Cheng Tien-Tsung	2	0	100%
Independent Director / Member	Tseng Ming-Jen	2	0	100%

Meeting Activities and Resolutions

Meeting Date	Agenda Items	Resolution
March 11, 2026	1. Distribution of employee and director remuneration for fiscal year 2025. 2. Proposed list of managerial officers and allocation amounts for the transfer of treasury shares to employees.	Approved without objection by all members in attendance.
November 11, 2026	1. Remuneration proposal for newly appointed managerial officers. 2. Allocation of year-end bonuses to managerial officers for fiscal year 2026.	Approved without objection by all members in attendance.