

ChipMOS TECHNOLOGIES INC.

The operation of the Remuneration Committee

Five Remuneration Committee meetings held in the most recent year. The attendance of the members was as follows: :

Title	Name	Attendance in Person (B)	By Proxy	Should be attendance (A)	Attendance Rate (%) (B/A)	Remarks
Independent Director	Yeong-Her Wang	5	—	5	100.00	Remuneration Committee convener
Independent Director	Yuh-Fong Tang	5	—	5	100.00	
Independent Director	Jyh-Chau Wang	5	—	5	100.00	

Other mentionable items:

I. If the Board of Directors declines to adopt or modifies a recommendation of the Remuneration Committee's proposals, it should specify the date of meeting, sessions, content of the motion, resolution by the Board of Directors and the Company's response to the Remuneration Committee's opinion (e.g., the remuneration passed by the Board of Directors exceeds the recommendation Committee, the circumstance and cause for the difference shall be specified): None.

II. Resolutions of the Remuneration Committee objected by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion of the Remuneration Committee, all members' opinions and the response to members' opinion should be specified: None.

III. Meeting date, period, proposal details, resolution result in the recent year:

Date	Period	No.	Proposal Details	Resolution Result	Follow-up to the result of the Remuneration Committee
2025/02/25	6th term, 4th meeting	1	Report for the results of 2024 Board of Directors performance evaluation	NA	NA
		2	Proposal for the distribution of 2024 employees' and directors' remuneration .	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.

2025/04/15	6th term, 5th meeting	1	Discussion on 2025 salary adjustment of the managers.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
		2	Discussion on the managers' 2024 performance performance bonus.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
		3	Discussion on the managers' 2025 annual performance goals and bonus plan.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
2025/05/27	6th term, 6th meeting	1	Discussion on the distribution of 2024 directors' compensation.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
2025/08/12	6th term, 7th meeting	1	Discussion on the amount of 2024 managers' remuneration.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
2025/11/11	6th term, 8th meeting	1	Discussion on the title promotion, changes of the managers and the salary verification of new manager.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.
		2	Discussion on the company transfers treasury shares to employees.	Approved by all members present in the meeting.	Sent by the Remuneration Committee and approved by the Board of Directors.