

### Advantech's 2025 Compensation Committee's Dates of Meeting, Content & Conclusion

Compensation Committee	Subject	Conclusion	Corresponding Actions Based on Suggestions
The 6rd meeting of the 15th session ( January 17, 2025 )	Review the Senior Executives' Y2024 achievement results and Y2025 KPIs & goals	Committee members agreed with the report and suggested: Regarding the section on the 2025 objectives, we recommend considering the inclusion of external industry outlook forecasts and peer group information in the future. This would help provide clearer context and rationale behind the upcoming year's target-setting process.	Implemented according to the conclusion.
	Present the results of the self-evaluation of the performance of the Compensation Committee	Committee members agreed with the report.	Implemented according to the conclusion.
	Propose the Y2024 Directors' compensation, Senior Executives' Bonus (Year-End Bonus, Performance, etc.) and the Y2025 Salary Increase Plan	<p>The proposal was approved as submitted. The Committee also highlighted the following points:</p> <ul style="list-style-type: none"> <li>• Directors' Remuneration:</li> </ul> <p>Under the Regulations for Directors' Compensation Management, variable remuneration is allocated using a weighted-point system. The value per point is NT\$1.5 million.</p> <p>Functional committee members receive +0.5 point; conveners receive an additional +0.8 point.</p> <p>Additional points may be granted at the Chairperson's discretion for significant project involvement or special contributions.</p> <p>Variable Remuneration = Individual Points × Value per Point</p> <ul style="list-style-type: none"> <li>• Executive Bonuses and 2025 Salary Adjustments:</li> </ul> <p>Senior executives' current annual compensation suggests room for further growth, subject to review with market benchmark data.</p> <p>The fixed-to-variable pay ratio should be reviewed to ensure reasonableness, with follow-up on any irregularities.</p>	Implemented according to the conclusion.
The 7th meeting of the 15th session ( October 30, 2025 )	Pay Structure and Competitiveness Analysis	<p>1. Committee members agreed with the report.</p> <p>2. The Committee recommended gradually increasing the proportion of variable pay in the executives' compensation structure in the future, in line with market trends and to enhance motivational impact.</p>	Implemented according to the conclusion.
	Review the relevant policies 1. Organizational Procedures of the Compensation and Compensation Committee 2. Regulations on Directors' Compensation 3. Regulations for the Senior Executives' Compensation Management	Committee members agreed with the report.	Implemented according to the conclusion.