

# Faraday Technology Corporation

## Clawback Policy

In order to enhance corporate governance and ensure the reliability of the company's financial results, within the scope permitted by applicable laws, the company will make changes to the variable remuneration awarded to the company's managers. We reserve the right to cancel and/or clawback in accordance with the following provisions:

- If the amount of the variable remuneration for managers was based on financial results announced by the company, and the company subsequently restates these financial results due to material noncompliance with the International Financial Reporting Standards (IFRS) approved and issued by the Financial Supervisory Commission; and
- According to the judgment and discretion of the Compensation and Remuneration Committee, the above restatement of financial results was due to fraud or other material misconduct by managers; and
- According to the judgment and discretion of the Compensation and Remuneration Committee, if the doubtful portion of the above-mentioned restated financial results is appropriately restated, the manager's variable remuneration will be significantly reduced;
- For the above-mentioned matters that require the judgment and discretion of the Compensation and Remuneration Committee, by the resolution of Compensation and Remuneration Committee, appoint lawyers, accountants or other professionals to provide external evaluation opinions or consultation, and the relevant costs shall be borne by the company.

If the company's board of directors resolves to clawback the variable remuneration of managers due to the restatement of the aforementioned financial results, the company will, based on the judgment and discretion of the Compensation and Remuneration Committee, require the managers to return their remuneration during the relevant period based on the pre-tax amount. (Detailed below) The actual variable remuneration received exceeds the variable remuneration payable based on the restated financial results.

For the purposes of the policy, "variable remuneration" refers to senior executives from the date of the first financial results announcement or filing with the Taiwan Stock Exchange that contains a material violation of IFRS (whichever occurs earlier) Within 12

months, various bonuses or remuneration based on performance received from the company, including but not limited to annual performance bonuses, employee remuneration paid in accordance with the Articles of Association, employee stock options, employee stock option certificates and restrictions Employee rights new shares and more.

Sanctions or other measures imposed by law enforcement agencies, supervisory agencies and other competent authorities will not affect the rights exercised by the Company in accordance with the policy.

The interpretation of the Policy shall be determined by the Compensation and Remuneration Committee.

The Policy shall take effect after having been resolved by the Board of Directors. Subsequent amendments thereto shall be effected in the same manner.