

Operation of the Compensation Committee

A total of 2 (A) meetings of the Compensation Committee were held in 2025. Member attendance was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) 【 B/A 】	Remarks
Chairman	Shiuh-Kao Chiang	2	0	100	Re-elected on June 11, 2025
Committee Member	Shang-Ming Chin	1	0	100	Resigned on June 11, 2025
Committee Member	Chiu-Feng Lien	2	0	100	Re-elected on June 11, 2025
Committee Member	Yu-Hui Ning	2	0	100	Re-elected on June 11, 2025
Committee Member	Wei-Chiao Chen	0	1	0	Appointed on June 11, 2025

Other mentionable items:

1. If the Board of Directors declines to adopt or modifies a recommendation of the compensation committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the compensation committee's opinion (e.g., the remuneration passed by the Board of Directors exceeds the recommendation of the compensation committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the compensation committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. Major resolutions of Compensation Committee are summarized as follows:

Compensation Committee Meeting Date	Resolutions	Resolutions of the Compensation Committee and the Company's Response
02/25/2025 The 6th meeting of the 5th session	<ul style="list-style-type: none"> • Evaluation directors' compensations for the year of 2024. • Evaluation employees' compensations for the year of 2024. • Reviewing director's system and structure of the remuneration for the year of 2025. • Reviewing manager's system and structure of the remuneration for the year of 2025. • Approval of employees' and directors' compensations for the year of 2025. 	No Compensation Committee member had any dissenting opinion or qualified opinion to the proposal and all attending members agree to pass the proposal.
11/11/2025 The 1st meeting of the 6th session	<ul style="list-style-type: none"> • Approval of directors' and employees' compensations for the year of 2025. 	