

Operation of the Compensation Committee

I. Operational Information

1. The Company's Compensation Committee consists of 4 members.
2. Term of the current committee: From June 13, 2023 to June 12, 2026.
3. The Compensation Committee held 2 meetings in 2025.

II. Attendance of Compensation Committee Members

| Title | Name | Meetings Attended | Meetings Attended by Proxy | Attendance Rate (%) | Remarks |
|----------------------|-----------------|-------------------|----------------------------|---------------------|----------------------------|
| Independent Director | Liu, Zheng-Huai | 2 | 0 | 100% | |
| Independent Director | Chueh, Ming-Fu | 2 | 0 | 100% | |
| Independent Director | Huang, Guo-Shu | 1 | 0 | 100% | Appointed on June 10, 2025 |
| Independent Director | Zhuang, Bo-Nian | 2 | 0 | 100% | |

III. Proposals and Resolutions of the Meetings

| Meeting Date | Agenda Items | Opinions of All Independent Directors | Company's Response to Independent Directors' Opinions |
|--------------|---|---------------------------------------|---|
| 2025/03/13 | 1. Review of the 2024 Board Performance Evaluation 2. Review and ratification of the proposed 2024 directors' remuneration, managerial (employee) compensation, and annual bonus 3. List of applicable managers for compensation review | Agreed | Approved as proposed |
| 2025/11/06 | 1. Proposed Amendments to Certain Provisions of the Company's "Board Remuneration and Compensation Management Measures" 2. Report on the Implementation of Managerial Staff Compensation Distribution and Bonus Allocation 3. List of applicable managers for compensation review | Agreed | Approved as proposed |