

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	<ol style="list-style-type: none">1. Review of the 2024 Board Performance Evaluation2. Review and ratification of the proposed 2024 directors' remuneration, managerial (employee) compensation, and annual bonus3. List of applicable managers for compensation review	Agreed	Approved as proposed
2025/11/06	<ol style="list-style-type: none">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 Allocation3. List of applicable managers for compensation review	Agreed	Approved as proposed