

## 2025 Compensation Committee Meeting Status

Session	Proposal	Handling of the opinions of Compensation Committee members	Attendance			
			Tzu-Chun Wang	Wen-Hsiang Lan	Meng-Han Chuang	Yu-Jia Ding
January 15, 2025 The 6 <sup>th</sup> session of the 5 <sup>th</sup> term	Undistributed employee compensation and performance bonuses to the Company's managers.	The motion was approved by all members without objection.	✓	✓	✓	Attend by proxy
February 26, 2025 The 7 <sup>th</sup> session of the 5 <sup>th</sup> term	Total remunerations to the employees and Directors in 2024.	The motion was approved by all members without objection.	✓	✓	✓	✓
March 12, 2025 The 8 <sup>th</sup> session of the 5 <sup>th</sup> term	The distribution of directors' remuneration and the employee compensation to managers for 2024.	The motion was approved by all members without objection.	✓	✓	✓	✓
November 5, 2025 The 9 <sup>th</sup> session of the 5 <sup>th</sup> term	Amendment to the “Internal Control System”.	The motion was approved by all members without objection.	✓	✓	✓	✓