

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 th session of the 5 th 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 th session of the 5 th term	Total remunerations to the employees and Directors in 2024.	The motion was approved by all members without objection.	✓	✓	✓	✓
March 12, 2025 The 8 th session of the 5 th term	The distribution of directors' remuneration and the employee compensation to managers for 2024.	The motion was approved by all members without objection.	✓	✓	✓	✓