

2026 Compensation Committee Meeting Status

Term & Session	Proposal	Handling of the opinions of Compensation Committee members	Attendance(Note)				
			Wang,Tze-Chun	Lan,Wen-Hsiang	Chuang,Meng-Han	Ding,Yu-Jia	Liu,Yee-Ru
January 14, 2026 The 10 th Meeting 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.	✓	✓	✓	✓	(Note)
February 25, 2026 The 11 th Meeting of the 5 th Term	Total remunerations to the employees and Directors in 2025.	The motion was approved by all members without objection.	✓	✓	✓	✓	
March 18, 2026 The 12 th Meeting of the 5 th Term	1.The distribution of directors' remuneration for 2025. 2.The distribution of employees' compensation (including managers and non-managerial staff) for 2025.	The motion was approved by all members without objection.	✓	✓	✓	✓	
June 24, 2026 The 1 st Meeting of the 6 th Term	Elected the convener of the Compensation Committee.	The Audit Committee elected Mr. Wang,Tze-Chun as the convener.	✓	✓	(Note)	✓	✓

Note: Following the re-election of directors on May 29, 2026, Liu,Yee-Ru was newly appointed as an independent director, whileChuang,Meng-Han was dismissed from the position.