

## Operations of Remuneration Committee in 2025

Title	Name	Attendance in Person	By proxy	Attendance Rate in Person(%)	Remark
Convener	Chi, Chih-Yi	5	0	100%	Was newly appointed on May 24, 2024
Member	Huang, Tzu-Pei	5	0	100%	Was appointed on May 24, 2024
Member	Chiu, Hui-Yin	5	0	100%	Was newly appointed on May 24, 2024
Member	Liang, Lien-Wen	5	0	100%	Was newly appointed on May 24, 2024

Date	Major resolutions	Resolutions of the Remuneration Committee	Remuneration Committee's dissenting opinion or qualified opinion
Jan. 16, 2025	1.Resolved to approve the 2024 performance bonus for executives.	Approved by all attending members without objection.	None.
Feb. 27, 2025	1.Resolved to approve the distribution of 2024 employees and directors compensation. 2.Resolved to approve the connection and reasonableness between the compensation policy of the directors and managerial officers and performance assessment results. 3.Resolved to approve the company's 2025 remuneration policy to employees and directors.	Approved by all attending members without objection.	None.
May 08, 2025	1.Resolved to approve the company's 2025 remuneration for executives.	Approved by all attending members without objection.	None.
Aug. 07, 2025	1.Resolved to approve the distribution of 2024 directors' compensation. 2.Resolved to approve the distribution of 2024 employee's compensation for executives. 3.Resolved to approve the definition and bonus allocation for the company's frontline employees.	Approved by all attending members without objection.	None.
Nov. 07, 2025	1.Resolved to approve the company's 2025 remuneration policy to directors and employees. 2.Resolved to approve the company's 2025 compensation policy for executives.	Approved by all attending members without objection.	None.