

CMT

Operation of Compensation Committee

The Compensation Committee of the Company consists of 3 members. The current term (6th term) is from May 28, 2025 to May 27, 2028. In the most recent year (2025), the Compensation Committee held 2 meetings (A). Attendance as follows:

Title	Name	Meetings Attended (B)	Attendance by Proxy	Attendance Rate (%)(B/A) (Note 2)	Remarks
Convener	Donald Kuo-Liang Chao	2	0	100	Successive terms
Committee Member	Paul Shih-Sheng Lai	1	0	100	Former member, full attendance prior to the end of the term
Committee Member	Angela Jen-Yin Moh	1	0	100	Full attendance since appointment(new member)
Committee Member	Chen-Cheng Chang	2	0	100	Successive terms

*The Board of Directors approved the appointment of the 6th Compensation Committee members on May 28, 2025.

Other information required to be disclosed:

1. If the Board of Directors does not adopt or amends the Compensation Committee's opinions, the Board meeting date, session, content of the motion(s), resolution, and the Company's handling of the Compensation Committee's opinions shall be specified: None.
2. For resolutions of the Compensation Committee, if any member has a dissenting or reserved opinion that is on record or in a written statement, specify the Compensation Committee meeting date, session, content of the motion(s), all members' opinions, and the handling of such opinions: None.
3. Matters for discussion and resolution results of the Compensation Committee in 2025, and the Company's response of members' opinions:

Date and Session	Proposals	Resolution	Company's Response to Opinion
Mar. 11, 2025 6th Session of 5th	● The distribution of the 2024	Approved	Approved by all board members at

Committee	compensation of employees, directors and supervisors ● The proposed remuneration for the 18th term independent directors. (Convener Donald Kuo-Liang Chao recused himself from the motion in accordance with the law)		the 13th session of the 17th board on Mar. 13, 2025
Nov. 10, 2025 1st Session of 6th Committee	● Proposal for the evaluation of remuneration for Directors and Managers	Approved	Approved by all board members at the 4th session of the 18th board on Nov. 11, 2025