

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 (2026), the Compensation Committee held 1 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 | 1 | 0 | 100 | Successive terms |
| Committee Member | Angela Jen-Yin Moh | 1 | 0 | 100 | Full attendance since appointment(new member) |
| Committee Member | Chen-Cheng Chang | 1 | 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 2026, and the Company's response of members' opinions:

| Date and Session | Proposals | Resolution | Company's Response to Opinion |
|--|---|------------|---|
| Mar. 12, 2026 2nd Session of 6th Committee | <ul style="list-style-type: none"> the distribution of the 2025 compensation of employees (including compensation for non-executive employees) and directors | Approved | Approved by all board members at the 5th session of the 18th board on Mar. 12, 2026 |