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 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	Angela Jen-Yin Moh	2	0	100	Full attendance since appointment(new member)
Committee Member	Chen-Cheng Chang	2	0	100	Successive terms

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	● 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
Nov. 13, 2026 3rd Session of 6th Committee	● Proposal for the evaluation of remuneration for the Company's Directors and Managers	Approved	Reported at the 9th session of the 18th board on Nov. 13, 2026, and duly implemented