

Salary and Compensation Committee Highlights and Key

Resolutions

Main points of work

- Establishes and periodically reviews policies, systems, standards and structures for evaluating the performance and compensation of directors and managers.
- Periodically evaluates compensation for directors and managers

Compensation Committee Operations in FY2025

Job Title	Name	Actual Attendance	Attendance by proxy	Actual attendance (%)
Member	Wang Shih-kun	1	0	100%
Member	Yang Po Min	2	0	100%
Member (convener)	Chen Yung-Lung	2	0	100%
Member	Chiu Joun-Fu	1	0	100%
Member	Ko, Yung Hsiang	1	0	100%
Member	Tsai, Tsai Wei	1	0	100%

Note: On June 19, 2025, the independent directors underwent a full re-election, during which two meetings were convened.

Important Resolutions

Meeting Date	Members present	Content of Motion
2025/03/14	Wang Shih-kun Yang Po Min Chen Yung-Lung Chiu Joun-Fu	Distribution of Employee and Directors' Remuneration for FY2024
	Resolutions of the Remuneration Committee : All members present agreed.	
	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	
2025/08/21	Ko, Yung Hsiang Yang Po Min Chen Yung-Lung Tsai, Tsai Wei	1. Regarding the nomination of the convener for this committee. 2. Approval of compensation for the corporate governance officer and accounting officer.
	Resolutions of the Remuneration Committee : All members present agreed.	
	The Company's Handling of the Opinions of the Remuneration Committee : All members present agreed.	