

2025 Operational Status of the Compensation Committee

- I. There are 3 members in the Company's Compensation Committee.
- II. Current Term: From June 20, 2024 to June 19, 2027. The Compensation Committee held four meetings (A) in the recent year, the qualifications and attendance of the committee members are shown as follows:

Title	Name	Attendance in Person (B)	By Proxy	Rate of Actual Presence (%) (B/A)	Remarks
Convener	Cheng-Chieh Dai	4	-	100%	None
Member	Yu-Nu Lin	4	-	100%	None
Member	Jui-Hsiang Lo	4	-	100%	None

Other matters that shall be reported:

- I. Key Focus of Annual Activities: The Company's Compensation Committee operates in accordance with the Compensation Committee Charter. The principal matters reviewed in 2025 included:
 - (I) Review and approval of employee and director compensation distribution.
 - (II) Evaluation of managerial salary adjustments, allocation of employee cash compensation, and distribution of operational and project bonuses.
 - (III) Revision of the managerial performance evaluation procedures, including a review of the linkage between individual compensation and ESG sustainability performance.
- II. If the Board of Directors does not adopt or amend recommendations proposed by the Compensation Committee, the date, session, proposal contents and resolutions of the Board of Directors, and the Company's actions in response to the opinions of the Audit Committee shall be stated (also, where the compensation approved by the Board of Directors is superior to that recommended by the Compensation Committee, the differences and reasons shall be stated): None.
- III. Where resolutions of the Compensation Committee include dissenting or qualified opinion which is on record or stated in a written statement, the date, session, proposal contents, opinions from every member, and actions in response to the opinions of the members shall be stated:

Item	Matters for discussion	Resolution Results	Handling of Members' Opinions by the Company
2025.02.07 The 2nd meeting of the 6th Committee	Distribution of the Compensation to Employees and Directors for the Year 2024 of the Company.	During the discussion and voting on this motion, the interested members present were asked to take turns to withdraw from the meeting, and the rest of the members present agreed to pass the motion as it is.	Approved by all the Directors present.
2025.03.21 The 3rd meeting of the 6th Committee	Compensation Adjustment Plan of Managers of the Company.	Passed by all attending members of the Compensation committee.	
2025.05.23 The 4th meeting of the 6th Committee	<ol style="list-style-type: none"> 1. Distribution Plan of Compensation for Managers in Cash for the 2024 Fiscal Year of the Company. 2. The amendment to the “Regulations Governing the Evaluation of Managerial Performance”. 	Passed by all attending members of the Compensation committee.	Approved by all the Directors present.
2025.12.24 The 5th meeting of the 6th Committee	Distribution Plan of Managers Operation and Project Bonus for the Year 2025 of the Company.		