

Major Resolutions of Compensation Committee

(1) Activities of the Compensation Committee as follows:

The Compensation Committee held four meetings (A) in 2024, their attendance are given as bellows:

Title	Name	Number of required participations	Times of Attendance in Person (B)	Times of Attendance by Proxy	Actual Attendance Ratio (%) (B/A)	Remarks
Convener / Independent Director	Lee Chien-Jan	3	3	0	100%	—
Independent Director	Wang Hsiu-Chih	3	3	0	100%	—
Independent Director	Liao Kuei-Fang	3	3	0	100%	—

Note : In Year 2024, the average participation rate was 100%.

(2) Important resolutions from the Compensation Committee:

Dates (mm/dd/yy)	Terms	Contents of motions	Results of the decisions resolved in the Compensation Committee and the actions taken by the Company in response to the opinions of the Compensation Committee.
01/31/2024	The 9 th meeting of Session Fourth	Review over the projected allocation of year-end performance bonuses for managers and division chief of audit for Year 2023.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on January 31, 2024. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 17th Board of Directors Meeting of Session Sixth, as successfully resolved in that meeting.
02/26/2024	The 10 th meeting of Session Fourth	1. Review over the total remuneration to directors and employees for Year 2023. 2. Review over the Compensation Package for Newly Finance Officer and Accounting Officer.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on February 26, 2024. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 17th Board of Directors Meeting of Session Sixth, as

Dates (mm/dd/yy)	Terms	Contents of motions	Results of the decisions resolved in the Compensation Committee and the actions taken by the Company in response to the opinions of the Compensation Committee.
			successfully resolved in that meeting.
08/08/2024	The 1 th meeting of Session Fifth	1. Election of the convener of Compensation Committee of Session Fifth 2. Review over the allocation of remunerations to directors and employees for Year 2023.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on August 08, 2024. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 3th Board of Directors Meeting of Session Seventh, as successfully resolved in that meeting.
01/15/2025	The 2th meeting of Session Fifth	Review over the projected allocation of year-end performance bonuses for managers and division chief of audit for Year 2024.	Results of the decisions resolved in the Compensation Committee: Successfully resolved by all participating Compensation Committee members on January 15, 2025. The actions taken by the Company in response to the opinions of the Compensation Committee: Submitted to the 4th Board of Directors Meeting of Session Seventh, as successfully resolved in that meeting.