

Operation of the Compensation Committee

1. Profile of Compensation and Remuneration Committee Members:

Criteria		Professionalism and experience (Note 2)	Independence (Note 3)	Number of other public companies in which the member also serves as a member of their compensation and remuneration committee
Identification Type (Note 1)	Name			
Independent Director (Convener)	Chao Jang, Jing	Master of in Economics, California State University, USA Currently, Convener of the Company's Audit Committee and Compensation and Remuneration Committee, with commercial, legal, financial, accounting, and other experiences required to support corporate operations, an international CPA, holder of a national certificate after having passed a national exam.	Fulfillment of respective independence criteria below for the two years prior to inauguration and during service: (1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company of any of its affiliates (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations) (3) Not a natural person shareholder who, in person or in someone else's name, or whose spouse or underage child holds more than 1% of the Company's outstanding shares or is a Top-10 natural-person shareholder of the Company. (4) Not the spouse or a relative within the second degree of kinship, or a direct blood relative within a third degree of kinship of the manager listed in (1) or the person listed in (2) or (3). (5) Not a director, supervisor, or employee of the institutional shareholder that directly holds at least 5% of outstanding shares of the Company, is one of the Top 5 shareholders of the Company or has a representative to serve as the director or supervisor of the Company in compliance with Article 27 Paragraph 1 or 2 of the Company Act (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations).	None
Independent Director	Tseng Pei Fen	Department of Finance, National Taiwan University graduate Current member of the Company's Audit Committee and Compensation and Remuneration Committee, with commercial, financial, accounting, and other experiences required to support corporate operations, specializing in corporate finance	(6) Not a director, supervisor, or employee of another company that holds a majority of the Company's director seats or shares with voting rights and is controlled by a single person (unless it is served by an independent director set up by the Company and its parent company,	None

		and financing planning, and possessing rich experience in industrial planning.	subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (7) Not a director, supervisor, or employee of a company or institution that has the same chairman, president, or the equivalent position holder as the Company or is owned by the spouse of the person holding the said position (unless it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (8) Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any companies or institutions that have a financial or business relationship with the company. (Unless the said specific company or institution holds at least 20% and no more than 50% of outstanding shares of the Company and it is served by an independent director set up by the Company and its parent company, subsidiaries, or subsidiaries that belong to the same parent company in compliance of the Securities and Exchange Act or local regulations). (9) Not the owner, a partner, director, supervisor, manager, or the spouse of a professional, sole proprietorship, partner, company, or institution providing auditing service to the Company or any of its affiliates or other related services such as commerce, legal affairs, finance, and accounting with accumulated rewards over the past two years yet to exceed NTD 500,000. This, however, does not include members of the Compensation and Remuneration Committee, the Public Acquisition Review Committee, or the Special Merger and Acquisition Committee that function in compliance with applicable laws and regulations such as the Securities and Exchange Act or the Business Mergers And Acquisitions Act. (10) Not the spouse or a relative within the second degree of kinship of other directors. (11) Without any of the conditions under Article 30 of the Company Act. (12) Not a governmental, juridical person or its representative as defined under Article 27 of the Company Act.	
Independent Director	Stan Tong	Department of Economics, National Taiwan University graduate Currently serves as a member of the Company's Audit Committee and Compensation and Remuneration Committee, and concurrently holds the positions of Deputy Spokesperson, Head of Investor Relations, and Special Assistant to the General Manager at Global Mixed-Mode Technology Inc., with professional experience required for the Company's business operations.		None

2.Operation of Compensation and Remuneration Committee:

- (1) The Company's Compensation Committee is comprised of three persons.**
- (2) Current Term for the Members: June 18, 2025 through June 17, 2028.**
- (3) Attendance: From January 1 to December 31, 2025, the Compensation and Remuneration Committee met 2 times in total; all members attended the meetings in person.**

The Compensation an Remuneration Committee met 2 times in 2025; the mean attendance rate was 100%. Attendance of members is shown below:

Title	Name	Attendance in person	Attendance by proxy	Actual attendance
Committee Member (Convener)	Chao Jang, Jing	2	0	2
Committee Member	Tseng Pei Fen	1	0	1
Committee Member	Stan Tong	1	0	1
Committee Member	Lu Chih-Yuan	1	0	1
Committee Member	Lo Hsueh-Yu	1	0	1

3.Responsibilities of the Compensation and Remuneration Committee

Committee members must exercise the care of a prudent administrator to fulfill the following duties, and offer recommendations for discussion by the Board of Directors.

- (1)Defines and regularly reviews policies, systems, standards, and structures related to the performance evaluation and the salary and compensation of directors, supervisors, and managers.**
- (2)Periodically evaluate and determine the Company's remuneration to directors and managers.**

4. Information on Compensation and Remuneration Committee Meetings

Information about the Company's compensation and remuneration discussed and evaluated during the meetings of the Company's Compensation and Remuneration Committee over the past year is as follows:

Date of Meeting	Agenda and follow-up	Results of resolutions	The Company's handling of the opinions of the Remuneration Committee members.
2025.05.09	1. Report decisions made of matters discussed in the previous meeting and the implementation status. 2. Review the proposal on distribution of "agreed performance prize" to managers for 2024. 3. Review the proposal on the distribution of remuneration to directors and that to managers/employees for 2024.	After it was discussed by the members, the case was approved as is.	It was submitted to the Board of Directors and approved by all attending directors.

	4. Periodically reflect upon and evaluate policies, systems, criteria, and structures of compensation and remuneration to directors and managers.		
2025.12.23	1. Report decisions made of matters discussed in the previous meeting and the implementation status. 2. Review the proposal on distribution of year-end bonus to managers for 2025. 3. Periodically reflect upon and evaluate policies, systems, criteria, and structures of compensation and remuneration to directors and managers.	After it was discussed by the members, the case was approved as is.	It was submitted to the Board of Directors and approved by all attending directors.

5. Other details to be documented:

- (1) If the Board of Directors did not adopt or revise the recommendations of the compensation committee, it should describe the date of the Board meeting, term of the Board, agenda item, resolutions adopted by the Board, and actions taken by the Company in response to the opinion of the compensation committee (If the compensation and remuneration approved by the Board of Directors is superior to that advised by the Compensation and Remuneration Committee, the differences and the underlying causes shall be specified): None.
- (2) If a member opposes a resolution the Compensation and Remuneration Committee has adopted or has reservations with a written record or a statement, the date and session of the meeting, the resolution, opinions of all the members, and the handling of their opinions shall be indicated: None.

(V) Composition, Duties, and Operation of the Compensation and Remuneration Committee:
Not available now.