

Operational Status of the Compensation Committee

Compensation Committee Responsibility

The Company's Compensation Committee diligently performs its duties with the care of a good administrator, faithfully fulfilling the following responsibilities and submitting its recommendations to the Board of Directors for discussion:

1. Formulating and regularly reviewing policies, systems, standards, and structures for the performance evaluation and compensation of directors and managerial officers.
2. Periodically assessing and determining the compensation of directors and managerial officers.

Operational Status

1. The company's Compensation Committee consists of 4 members.
2. The current term of the committee members is from June 8, 2022, to June 7, 2025.
3. In 2024, the Compensation Committee has held two meetings (A). The attendance of the committee members is as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate in Person (%)	Notes
Member	Rose Tsou	2	0	100%	Chair
Member	Hilo Chen	2	0	100%	
Member	Steve K. Chen	2	0	100%	
Member	Shih, Chin-Tay	2	0	100%	

Notes :

1. There was no recommendation of the Compensation Committee which was not adopted or was modified by the Board of Directors in 2023.
2. There were no written or otherwise recorded resolutions on which a member of the Compensation Committee had a dissenting opinion or qualified opinion.
3. Discussion subjects and resolutions of Compensation Committee :

Date	Discussion Items	Resolutions
2024.03.05	1. Approval of the distribution of 2023 employee and director remuneration.	Approved by all committee members and submitted to the Board of Directors for approval.
2024.07.30	1. Approval of the issuance of restricted stock awards to employees.	Approved by all committee members and submitted to the Board of Directors for approval.