

Compensation Committee

The Compensation Committee of the Company was established in March 2012. The number of members of the Compensation Committee shall not be less than three and shall include at least one independent director, and the remaining members shall be appointed by resolution of the Board of Directors and one independent director shall be elected as the convener. The term of office of the members of the Committee is the same as the term of the Board of Directors which appoints them, and the members of the Committee may be re-elected upon the expiration of the term of office. The convener of the Committee represents the Committee.

The powers of the Compensation Committee are as follows:

- I. Prescribe and periodically review the performance review and compensation policy, system, standards, and structure for directors and managerial officers.
- II. Periodically evaluate and prescribe the compensation of directors and managerial officers.
- III. "Compensation" as used in the preceding two paragraphs includes cash compensation, stock options, profit sharing and stock ownership, retirement benefits or severance pay, allowances or stipends of any kind, and other substantive incentive measures. Its scope shall be consistent with that of compensation for directors and managerial officers as set out in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

The Compensation Committee shall meet at least twice a year. Please refer to the annual reports of the Company for information on the meetings of the Committee and the attendance rate of each member.

Members of the 6th Compensation Committee (May 30, 2023)

Title	Name
Convener	Feng-Chi Kao (Independent director)
Member	Chun-Hung Tung (Independent director)
Member	Chia-Hsin Chang (Independent director)

Member	Pi-Chuan Sun (Independent director)
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Implementation status of the 6th Compensation Committee:

Date	Meeting outline	Results of resolution
January 16, 2025 (8th meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the work plan of the Company's Compensation Committee for 2025. 2. Review the proposed year-end bonuses for the managerial officers of the Company for 2024. 3. Review the Remuneration of the Company's managerial officers serving as directors and supervisors of investee companies for 2023. 	The motion is approved as proposed and then submitted to the Board of Directors for resolution.
March 7, 2025 (9th meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the proposal of the Company's managerial position changed. 2. Review the proposed annual performance bonus for the managerial officers of the Company for 2024. 3. Review the Remuneration of the Company's managerial officers serving as directors and supervisors of investee companies for 2023. 	The motion is approved as proposed and then submitted to the Board of Directors for resolution.
May 2, 2025	Matters reported: None	Matter 1. The Chair consulted all committee members in attendance and

(10th meeting)	<p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review of the Company's 2024 Directors' Remuneration Distribution Plan. 2. Review of the Company's 2024 board of directors and employee remuneration plan. 	<p>pass the proposal based in the amendment opinions. The directors' remuneration appropriated total NT\$55,088,970 and the actual amount paid was NT\$55,088,970. The proposal was submitted to the Board of Directors for approval ;</p> <p>Matter 2. The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>
August 6, 2025 (11th meeting)	<p>Matters reported: None</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the promotion and salary adjustment of the Company's managerial officers. 	<p>The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>
September 19, 2025 (12th meeting)	<p>Matters reported: Report of Annual salary adjustment</p> <p>Matters discussed:</p> <ol style="list-style-type: none"> 1. Review the salary adjustment proposal for the Company's managerial officers for 2025. 2. Review the appointment and compensation of the Company's managerial officers. 3. Review the Remuneration of the Company's managerial officers serving as directors and supervisors of investee companies for 2024. 4. Review on the revised proposal of the Company's Remuneration and compensation distribution measures for Board Members. 	<p>The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>
October 23, 2025	<p>Matters reported: None</p> <p>Matters discussed:</p>	<p>The motion is approved as proposed and then submitted to the Board of</p>

<p>(13th meeting)</p>	<p>1. Review the appointment and compensation of the Company's accounting manager and chief financial manager.</p>	<p>Directors for resolution.</p>
<p>November 11, 2025 (14th meeting)</p>	<p>Matters reported: 1. Analysis of managerial operational performance and compensation of the company. 2. Report on the adjustment of the Company's accounting manager and chief financial manager. Matters discussed: 1. Review the appointment and compensation of the Company's managerial officers. 2. Review on the allocation of Xalloy's 2025 first employee stock warrants to the Company's managerial officers.</p>	<p>The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>
<p>December 9, 2025 (15th meeting)</p>	<p>Matters reported: None Matters discussed: 1. Review on the issuance of new shares for Xalloy's first 2025 cash capital increase to the Company's managerial officers.</p>	<p>The motion is approved as proposed and then submitted to the Board of Directors for resolution.</p>