

## Minutes of the Board Meeting on 2025/12/23

Agenda No.	Agenda Item	Resolution	Implementation Status
Approval and Discussion Items 1	Discussion items retained from the last meeting: None	None	None
2	Review of the 2026 Audit Plan	Resolution passed with no objections from attending directors	Announced and uploaded on December 24, 2025.
3	Review of the 2025 Year-End Bonus and Special Bonus Distribution	Resolution passed with no objections from attending directors	Bonuses distributed as per proposal and resolution on February 10, 2026, and February 13, 2026.
4	Review of the 2025 Board of Directors and Employee Compensation Distribution	Resolution passed with no objections from attending directors	<ol style="list-style-type: none"> <li>1. Employee compensation for the year 2025 was paid in accordance with the resolution on February 13, 2026, totaling NT\$7,172,887.</li> <li>2. Director compensation for the year 2025, amounting to NT\$5,164,478, is expected to be paid by March 31, 2026.</li> <li>3. A proposal was made on December 23, 2025. Differences between the proposed and actual amounts have been adjusted and included in Agenda Item 3 of the current meeting for discussion.</li> </ol>
5	Review of the 2026 Business Plan and Financial Statement Budget	Resolution passed with no objections from attending directors	For internal management use only, not for external publication.

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6	Discussion on amendments to the Company's "Director Remuneration and Employee Remuneration Allocation Policy."	Resolution passed with no objections from attending directors	The document issuance process was completed on December 29, 2025, and has been executed in accordance with the regulations from the date of issuance.
7	Discussion on the revision of the Company's "Board of Directors Performance Evaluation Procedures"	Resolution passed with no objections from attending directors	The document issuance process was completed on January 5, 2026, and has been executed in accordance with the regulations from the date of issuance.
8	Discussion on the date of the 2025 Annual Shareholders' Meeting	Upon inquiry by the Chairman, the resolution was approved by all attending directors. The date for the 2026 Annual General Meeting of Shareholders is tentatively scheduled for Thursday, May 28, 2026.	<ol style="list-style-type: none"> <li>1. On January 5, 2026, the shareholders for the Annual General Meeting were registered. The Annual General Meeting is scheduled for Thursday, May 28, 2026.</li> <li>2. The date of the Annual General Meeting is included in Agenda Item 11 for approval and discussion in the current meeting.</li> </ol>