

Minutes of the Board Meeting on 2024/12/18

Agenda No.	Agenda Item	Resolution	Implementation Status
Approval and Discussion Items 1	Discussion items retained from the last meeting: None	None	None
2	Discussion on the revision of the Company's "Internal Control System" and "Internal Audit Implementation Guidelines"	Resolution passed with no objections from attending directors	Internal document revision and implementation completed on February 5, 2025.
3	Review of the 2025 Audit Plan	Resolution passed with no objections from attending directors	Announced and uploaded on December 25, 2024.
4	Review of the 2024 Year-End Bonus and Special Bonus Distribution	Resolution passed with no objections from attending directors	Bonuses distributed as per proposal and resolution on January 22, 2025, and January 24, 2025.
5	Review of the 2024 Board of Directors and Employee Compensation Distribution	Resolution passed after discussion with attending directors: Board compensation of NT\$9,046,782 and employee compensation of NT\$12,564,975 for 2024.	<ol style="list-style-type: none"> 1. According to the board of directors' resolution on December 18, 2024, the amount will be included in the 2024 financial report and incorporated into the 2025 annual general meeting report. 2. Employee compensation for 2024, totaling NT\$12,772,000, has been distributed as per the resolution on January 24, 2025. 3. Director compensation of NT\$9,196,000 for 2024 is expected to be distributed before March 31, 2025.

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6	Review of the 2025 Business Plan and Financial Statement Budget	Resolution passed with no objections from attending directors	For internal management use only, not for external publication.
7	Discussion on the revision of the Company's "Board of Directors Performance Evaluation Procedures"	Resolution passed with no objections from attending directors	Document issuance completed on December 31, 2024, and implementation started from the issuance date according to the procedures.
8	Discussion on the date of the 2025 Annual Shareholders' Meeting	Resolution passed after consultation with attending directors	<ol style="list-style-type: none"> 1. The 2025 Annual Shareholders' Meeting is scheduled for May 27, 2025 (Tuesday), at 10:00 AM. 2. The registration for the 2025 Annual Shareholders' Meeting was confirmed on January 3, 2025.