

## Compensation Committee – 2025 Operational Summary

Date	Agenda & Follow-up Actions	Discussion Outcome
2025/03/05	<ul style="list-style-type: none"> <li>2024 Employee and Director Compensation Distribution Proposal.</li> <li>2024 Director Compensation Distribution Breakdown of the Company.</li> <li>2024 Manager Performance Results and Employee Compensation Distribution Breakdown of the Company.</li> <li>2024 Employee Compensation Distribution Breakdown for Managers of the Company from Subsidiary TWi Pharmaceuticals Co., Ltd.</li> <li>2025 Manager Salary Adjustment Proposal of the Company.</li> </ul>	All attending committee members approved without objection.
2025/05/14	<ul style="list-style-type: none"> <li>Repurchase Proposal by Agreement for Employee Stock Warrants issued in 2022 (111) by Subsidiary TWi Pharmaceuticals Co., Ltd. (hereinafter "TWi Pharmaceuticals").</li> </ul>	All attending committee members approved without objection.
2025/08/08	<ul style="list-style-type: none"> <li>ESG Performance-linked Compensation Indicators for Managers of the Company.</li> <li>Proposal to nominate Mr. Kang Huang-Cheng, Senior Manager of the Finance Department, as a Manager of the Company.</li> <li>2024 First Distribution of Employee Stock Warrants to Managers of the Company.</li> <li>2025 Distribution of Restricted Stock Awards to Managers of the Company.</li> </ul>	All attending committee members approved without objection.
2025/12/16	<ul style="list-style-type: none"> <li>Promotion and Salary Adjustment Proposal for the Company's Chief Accounting Officer.</li> <li>2025 Year-end Bonus Proposal for Managers of the Company.</li> <li>Transfer of treasury shares to managers in accordance with the Company's "2022 Rules Governing the</li> </ul>	All attending committee members approved without objection.



	Transfer of Repurchased Shares to Employees. "	
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