



Compensation Committee – 2025 Operational Summary

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



	Transfer of Repurchased Shares to Employees."	
--	---	--