

## Composition, duties, and operations of the Compensation Committee:

### 1. Information on the members of the Compensation Committee:

Identity level	Name	Conditions	Professional qualification and experience	Independence	The number of public offering companies which he/she concurrently works for as a member of the Compensation Committee
Independent Director (Convener)	Yen, Shu-Yang		Note	Note	1. Master of Business Administration and Laws, American University, USA 2. Attorney-in-Charge of Kaohsiung Office, Asian Pacific Int'l Patent & Trademark Office 3. Has obtained a lawyer's certificate of the Republic of China with five or more years of work experience in legal affairs or as required for the Company's business as well as professional qualifications. 4. No occurrence of any of the circumstances listed in Article 30 of the Company Act has been identified.
Independent Director	Wu, Tien-Ming		Note	Note	1. Department of Shipping & Transportation Management, National Taiwan Ocean University 2. Currently serves as Chairman of Morgan Shipping Agency Corp.; Director of Kaochun Logistics & Stevedoring Co., Ltd.; President of Allegro Shipping Agency Corp. 3. Former Managing director of Kaohsiung Marine Shipperservice Corp. 4. Has five or more years of work experience in commerce or as required for the Company's business as well as professional qualifications. 5. No occurrence of any of the circumstances listed in Article 30 of the Company Act has been identified.
Independent Director	Liu, Jung-Chin		Note	Note	1. Department of Accounting, Chinese Culture University 2. Currently serves as Certified Public Accountants of Chien Sheng Finance and Taxation Joint Accounting Firm 4. Former Partner CPAs of Chien Hsing Accounting Firm 3. Has obtained an accountant's certificate from the National Senior Professional and Technical Examinations for Certified Public Accountants with five or more years of work experience in commerce, accounting or as required for the Company's business as well as professional qualifications.

## 2. Operation of the Compensation Committee:

- (1) The Compensation Committee of the Company consists of 3 members.
- (2) Operation basis: In accordance with the organizational regulations of the Compensation Committee, the relevant information is immediately reported on the information reporting website designated by the competent authority.
- (3) The current term of the members: June 1, 2023 to May 31, 2026, and the Compensation Committee met (A) five times in the most recent year (2024), with the following attendance of members:

Title	Name	Actual number of attendance (B)	Attend through proxy	Attendance rate (%) (B/A)	Remarks
Convener	Yen, Shu-Yang	5	0	100%	Scope of functions: 1. Formulate and regularly review performance evaluation of directors and managers as well as the policies, systems, standards, and structures of salary and remuneration. 2. Regularly evaluate and determine the salary and remuneration of directors and managers.
Member	Wu, Tien-Ming	5	0	100%	
Member	Liu, Jung-Chin	5	0	100%	
Other matters to be recorded:					
1. If the board of directors does not adopt or amend the recommendations of the Compensation Committee, the date and period of meeting of the board of directors, the content of the proposal, the results of the resolution of the board of directors, and the Company's handling of the opinions of the Compensation Committee shall be stated (if the compensation passed by the board of directors is superior to that suggested by Compensation Committee, the differences and reasons shall be stated): None.					
2. If the resolutions adopted by the Compensation Committee are objected to by the members or on which the members reserve their opinions and that are recorded and declared in writing, the date and period of the Compensation Committee meeting, the content of the proposal, the opinions of all members and the handling of the opinions of members shall be stated: None.					

(4) The Compensation Committee operates as follows:

Date of the meeting	Proposal content	Resolution results	The Company's Handling of the Compensation Committee's Opinions
2024/2/26	<ol style="list-style-type: none"> <li>1. Evaluation standards for performance evaluation of directors and managers, the policies, systems, standards, and structures of salary and remuneration, as well as the relevancy and reasonableness for 2024.</li> <li>2. Review of performance evaluation indicators of the Company's Board of Directors.</li> <li>3. The assistant vice president compensation and personnel issue.</li> <li>4. Distribution of the Company's employee remuneration and director remuneration for 2024.</li> <li>5. Distribution of talent retention bonuses for managers in the first half of 2024.</li> </ol>	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on March 7, 2024.
2024/4/25	Remuneration distribution plan for employees (including managers) and directors in 2024.	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on May 8, 2024.
2024/7/29	Distribution of talent retention bonuses for managers in the second half of 2024.	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on Aug. 7, 2024.
2024/10/28	Managers' salary increase and payment in 2014.	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on Nov. 6, 2024.
2024/12/6	Estimated distribution of year-end bonuses for managers in 2024.	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on Dec. 25, 2023.
2025/2/26	<ol style="list-style-type: none"> <li>1. Distribution of the Company's employee remuneration and director remuneration for 2024.</li> <li>2. Review of performance evaluation indicators of the Company's Board of Directors of 2024</li> <li>2..Evaluation standards for performance evaluation of directors and managers, the policies, systems, standards, and structures of salary and remuneration, as well as the relevancy and reasonableness for 2024.</li> <li>4. Distribution of talent retention bonuses for managers in the first half of 2025.</li> <li>5. Revised Articles of Incorporation - A proposal to set aside a certain percentage to distribute remuneration to grassroots employees</li> </ol>	Approved by all members of the Compensation Committee.	Approved by all directors attending the Board of Directors' Meeting on Mar. 11, 2025.