



Implementation of Remuneration Committee

SCSB's Board of Directors passed the Remuneration Committee Charter in November 2013 to establish a robust remuneration system for all directors and managers. The Remuneration Committee was established in July 2014 and is formed by all independent directors.

Disclosure of Members' professional qualifications, experience and independence information

Title	Criteria	Professional qualifications and experience	Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Name			
Independent Managing Director (Convener)	CHEN, MU-TSAI	Please refer to "Disclosure of Directors' professional qualifications and Independent Directors' Independence information" .	Pursuant to SCSB's Articles of Incorporation and Corporate Governance Best Practice Principles, when board members are nominated and selected, a written statement, work experience, and table of family relationships is obtained from every director, in order to verify the independence of each director, their spouse, and relatives with the third degree of kinship. SCSB verified that the three independent directors have the required qualifications set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" of the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act in the two years before appointment and during the term as independent directors. All independent directors are given the power to participate in decision-making and express opinions according to Article 14-3 of the Securities and Exchange Act, and independently perform their duties on this basis.	0
Independent Director	HSIEH, KING-HU		All members of the Remuneration Committee do not have any of the conditions specified in Article 30 of the Company Act.	0
Independent Director	TSENG, KUO-LIEH			0

Duties:

The Remuneration Committee is responsible for regular reviews of the policies, systems, standards, and structures of performance assessments and remunerations of directors and managers, as well as for regular assessment and proposal of the remuneration for directors and managers. The proposals in relation to these matters shall be submitted to the Board of Directors meeting for discussion.



Operations:

- The 4th-term Remuneration Committee has 3 members, all of which are independent directors.
- The 4th Committee was appointed from July 5, 2021 to June 15, 2024.

A total of 6 (A) Remuneration Committee meetings were held in the previous period. The attendance record of the Remuneration Committee members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	CHEN, MU-TSAI	6	0	100%	
Member	HSIEH, KING-HU	6	0	100%	
Member	TSENG, KUO-LIEH	6	0	100%	

Other mentionable items:

- If the Board of Directors does not accept or revises the Remuneration Committee's recommendation, specify the date of the Board meeting, session, contents of the proposals, resolution of the Board of Directors, and SCSB's response to the Remuneration Committee's opinions (if the remuneration passed by the Board of Directors is higher than the recommendation of the Remuneration Committee, specify the discrepancy and reason): none.
- If with respect to any resolution of the Remuneration Committee, any member has a dissenting or qualified opinion that is on record or stated in a written statement, describe the date of committee meeting, term of the committee, proposals, opinions of all members, and actions taken by the company in response to the opinion of members: none.

Implementation status of proposals discussed by the Remuneration Committee in 2022:

(Both non-voting attendees and presenters left the meeting before discussions and voting on the proposals)

Time	Meeting No.	Proposal	Resolution	Remarks
2022/1/17	2nd meeting of the 4th-term	The monthly fixed salary of the appointed managers and the amount of individual performance bonus distributed in 2021	This item was passed as the committee chair received no objections from any attending members and has been submitted to the Chairman for approval in accordance with the Regulations for Remuneration Management.	Approved by the chairman within the scope of the Remuneration Committee's recommendation and distributed on January 21, 2022.
2022/3/21	3rd meeting of 4th-term	Total amount of 2021 director and employee remuneration; evaluation of the director remuneration structure and policies; and 2021 director remuneration distribution proposal	All these items were passed as the chair received no objections from any attending members, and were submitted to the Board of Directors for approval.	The items have been submitted to and approved by the 21st Board of Directors in its 4th meeting on March 26, 2022.
		Performance assessment applicable to appointed managers; review results of remuneration-related regulations and benefit system; calculation method, distribution standards and individual payment amounts of the compensation for appointed managerial personnel in 2021	All these items were passed based on their revised wording as the chair received no objections from any attending members, and were submitted to the Board of Directors for approval.	The items have been submitted to and approved by the 21st Board of Directors in its 4th meeting on March 26, 2022.
		Amendments to the Work Rules, Regulations for Performance Management and Development, and Regulations for Employee Performance Improvement and Handling	All these items were passed as the chair received no objections from any attending members, and were submitted to the Board of Directors for approval.	The items have been submitted to and approved by the 21st Board of Directors in its 4th meeting on March 26, 2022.
		Amendment to the Remuneration Policy	This item was passed based on their revised wording as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 4th meeting on March 26, 2022.



Time	Meeting No.	Proposal	Resolution	Remarks
		Establishment of the Regulations for Bonus for Sales Personnel of Integrated Marketing	This item was passed as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 4th meeting on March 26, 2022
2022/6/13	4th meeting of 4th-term	2022 adjustment and distribution of remuneration for appointed managers	This item was passed as the committee chair received no objections from any attending members and was submitted to the Chairman for approval in accordance with the Regulations for Remuneration Management.	Approved by the chairman and completed on July 15, 2022.
		Amendments to the Regulations for Business Performance Assessment and Bonus of the Treasury Department	This item was passed as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 5th meeting on June 17, 2022.
		Amendments to the Regulations for Remuneration Management	Committee member: Please add lawyers and accountants and exclude appointed managerial officers from subjects receiving professional allowances. This item was passed based on their revised wording as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 5th meeting on June 17, 2022.
		Abolishment of the Regulations for Bonus for Sales Personnel of Integrated Marketing	This item was passed based on their revised wording as the chair received no objections from the attending members, and was reported to the Board of Directors.	The item has been submitted to and approved by the 21st Board of Directors in its 5th meeting on June 17, 2022.
2022/8/8	5th meeting of 4th-term	Established the 2022 Regulations for Employee Subscription	This item was passed based on the revised wording as the chair received no objections from the attending members, and was submitted to the Board of Directors for discussion.	The item has been submitted to and approved by the 21st Board of Directors in its 6th meeting on August 13, 2022.
2022/10/13	6th meeting of 4th-term	Established the principles for distributing shares subscribable by employees in the 2022 cash capital increase and the number of shares subscribed to by managers	This item was passed as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 3rd interim meeting on October 13, 2022.
2022/11/7	7th meeting of 4th-term	Amendments to the Work Rules, Regulations for Employee Service Compensation, Regulations for Remuneration Management, Regulations for Business Performance Assessment and Bonus of Customer Banking, and Regulations for Business Performance Assessment and Bonus of the Treasury Department	The items were passed based on the revised wording as the chair received no objections from the attending members, and were submitted to the Board of Directors for discussion.	The items have been submitted to and approved by the 21st Board of Directors in its 7th meeting on November 12, 2022.
		Formulation of 2023 Regulations for Employees. Travel Subsidies	This item was passed as the chair received no objections from the attending members, and was submitted to the Board of Directors for approval.	The item has been submitted to and approved by the 21st Board of Directors in its 7th meeting on November 12, 2022.



Work focus:

SCSB's Remuneration Committee shall exercise the due care of a good administrator, faithfully perform the following duties, and submit proposals to the Board of Directors for discussion:

- a. Stipulating and regularly reviewing the policies, systems, standards, and structures of the remuneration and performance assessment of directors and managers.
- b. Regularly reviewing and adjusting directors' and managers' remuneration.
- c. Other matters appointed by the Board of Directors.

The Committee shall perform its duties in the preceding paragraph according to the following principles:

- a. Performance evaluations and remuneration of directors and managers should take into consideration industry standards, and the reasonableness of the connection with individual performance, the company's business performance, and future risks.
- b. Do not guide directors and managers to engage in actions that exceed SCSB's risk appetite for higher remuneration.
- c. The percentage of remuneration distributed for the short-term performance of directors and senior executives and the time of payment for variable compensation shall be determined after considering industry characteristics and the nature of the company's business.

Remuneration in the preceding two paragraphs includes cash compensation, stock options, bonuses, retirement benefits or severance pay, allowances, and other incentive measures. The scope of remuneration must be consistent with the remuneration to directors and managerial officers in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

If the remuneration of directors, supervisors, and managers of subsidiaries requires approval from SCSB's Board of Directors in accordance with the subsidiary's delegation of authority, the Committee shall first be requested to make a recommendation submitted to the Board of Directors for discussion.