

## 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.

### A. Disclosure of Members' composition, professional qualifications, experience and independence information:

The Committee shall consist of three to five members appointed by the resolution of the Board of Directors.

Please refer to "Disclosure of Directors' professional qualifications and Independent Directors' independence information" under "Corporate Governance Report."

### B. 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.

### C. Annual Work focus:

- Formulate and regularly review the policies, systems, standards and structures for the performance evaluation and remuneration of directors and managers (with reference to the industry standard, and consider the reasonableness of the association with individual performance, SCSB's operating performance, and future risks).
- Regularly evaluate and establish the remuneration to directors and managers (including cash remuneration, stock options, bonus shares, retirement benefits or severance pay, various allowances and other measures with substantial incentives).
- Other matters referred to by the Board of Directors.

### D. Operations:

- The 4th-term Remuneration Committee has 3 members, all of which are independent directors and 1 member had accounting expertise.
- 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
Independent Managing Director	CHEN, MU-TSAI	6	0	100%	Convener
Independent Director	HSIEH, KING-HU	6	0	100%	
Independent Director	TSENG, KUO-LIEH	6	0	100%	

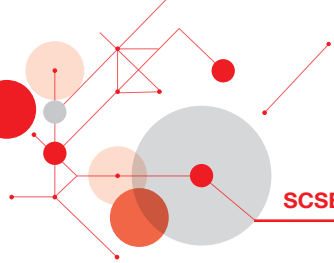
### Other mentionable items:

- 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.

# E. Implementation status of proposals discussed by the Remuneration Committee in 2023:

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

Remuneration Committee	Proposal and follow-up treatment	Resolutions and the handling of opinions
2023/1/6 8th meeting of 4th-term	The monthly fixed salary of the appointed managers and the amount of individual performance bonus distributed in 2021	The motion was unanimously approved by all attending members in accordance with Article 5 of the “Regulations Governing the Remuneration”. Relevant operations have been carried out in accordance with the resolution.
2023/2/21 9th meeting of 4th-term	Total amount of 2022 director and employee remuneration	The motion was unanimously approved by all attending members and submitted to the Board of Directors for review and approval.
	Establishment of calculation method, distribution standards and individual payment amounts of the remuneration for appointed managers in 2022	
	Result of the resolution of the board meeting: All attending directors passed the motion without objection.	
2023/3/17 10th meeting of 4th-term	Evaluation of the remuneration structure and system for directors	Partial amendments by independent directors shall be submitted to the Board of Directors for review and approval. The remaining matters were approved unanimously by all attending members, and submitted to the Board of Directors for review and approval.
	2022 director remuneration distribution proposal	The amended content was approved unanimously by all attending members, and submitted to the Board of Directors for review and approval.
	Amendments to “Regulations for Employee Service Compensation”	
	Review results of performance assessment, remuneration and benefit system applicable to appointed managers	The motion was unanimously approved by all attending members and submitted to the Board of Directors for review and approval.
	Amendment to “Remuneration Policy” and “Regulations for Employee Performance Improvement and Handling”	
	Result of the resolution of the board meeting: All attending directors passed the motion without objection.	
2023/6/2 11th meeting of 4th-term	Amendments to “Regulations for Remuneration Management”	The motion was unanimously approved by all attending members and submitted to the Board of Directors for review and approval.
	Result of the resolution of the board meeting: All attending directors passed the motion without objection.	
	2023 adjustment of remuneration for appointed managers	The motion was unanimously approved by all attending members in accordance with Article 4 of the “Regulations Governing the Remuneration”. Relevant operations have been carried out in accordance with the resolution.
2023/8/7 12th meeting of 4th-term	Amendment to “Remuneration Policy” and “Regulations for Employee Performance Improvement and Handling”	The amended content was approved unanimously by all attending members, and submitted to the Board of Directors for review and approval.
	Result of the resolution of the board meeting: All attending directors passed the motion without objection.	



Remuneration Committee	Proposal and follow-up treatment	Resolutions and the handling of opinions
2023/11/1 13th meeting of 4th-term	Amendments to Regulations for Business Performance Assessment and Bonus”	The motion was unanimously approved by all attending members and submitted to the Board of Directors for review and approval.
	Submitted “2024 Regulations for Employees Travel Subsidies”	
	Amendment to “Regulations for Remuneration Management”, “Regulations for Employee Service Compensation” and “Regulations for Employee Performance Improvement and Handling”	The amended content was approved unanimously by all attending members, and submitted to the Board of Directors for review and approval.
	Result of the resolution of the board meeting: All attending directors passed the motion without objection.	