



## 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:

- a. 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).
- b. 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).
- c. Other matters referred to by the Board of Directors.

D. Operations:

- a. There are 3 members of the 4th-term Remuneration Committee, and the term



start date is: 2021/7/5.

b. There are 3 members of the 5th-term Remuneration Committee, and the term start date is: 2024/6/21.

c. 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	By Proxy	Attendance Rate (%)	Remarks
Independent Managing Director	CHEN, MU-TSAI	6	0	100%	Convener
Independent Director	HSIEH, KING-HU	4	0	100%	*1
Independent Director	TSENG, KUO-LIEH	6	0	100%	
Director	HUANG HUI-CHU (Representative: Tilsbury Investments Inc.)	2	0	100%	*2

\*1 : Mr. HSIEH, KING-HU will step down on 2024/6/21.

\*2 : Ms. HUANG HUI-CHU's term start date: 2024/6/21.

