



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. Composition, professional qualifications, experience, and independence of the member

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 independence information" under "Corporate Governance Report"

B. Duties

The 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. Operations

(A) The committee consists of three members, all of whom possess the necessary experience required for the business.

(B) The term for this committee is from June 21, 2024 to June 20, 2027. In 2025, the committee convened 6 meetings, and all directors attended in person, with an attendance rate of 100%, and the directors attended 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	TSENG, KUO-LIEH	6	0	100%	
Director	HUANG, HUI-CHU	6	0	100%	

D. Other mentionable items

- (A) 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.
- (B) 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.
- (C) In 2025, the committee convened to review and evaluate the remuneration information of SCSB as follows:

Term/Date	Proposal and follow-up treatment	Resolutions and the Handling of the Committee's Opinions
3rd meeting of 5th-term 2025/1/9	Individual performance bonus allocation for the appointed managers Performance bonus deferred payment details	Approved as proposed. Relevant operations have been carried out in accordance with the resolution.
4th meeting of 5th-term 2025/2/21	Total amount of director and employee remuneration Director remuneration distribution proposal	The amended proposals were approved.
	■ Result of the resolution of the board meeting: The amended proposals were approved.	
	Establishment of calculation method, distribution standards and individual payment amounts of the remuneration for appointed managers	The amended proposals were approved.
■ Result of the resolution of the board meeting: Approved as proposed.		
5th meeting of 5th-term 2025/3/4	Performance evaluation results for Board of Directors, Functional Committees, and Board members	Noted.
	■ Result of the resolution of the board meeting: Noted.	
	Remuneration structure and system for directors	The amended proposal was approved.
	■ Result of the resolution of the board meeting: Approved as proposed.	



	Review results of performance assessment, remuneration and benefit system applicable to appointed managers	Approved as proposed.
	■ Result of the resolution of the board meeting: Approved as proposed.	
6th meeting of 5th-term 2025/5/28	The "Special Leave" may be subject to the pilot program which adopts the "hourly basis" as the application unit.	Approved as proposed.
	■ Result of the resolution of the board meeting: Approved as proposed.	
	Adjustment of remuneration for appointed managers	Approved as proposed. Relevant operations have been carried out in accordance with the resolution.
7th meeting of 5th-term 2025/10/27	Amendments and suspension to "Regulations for Business Performance Assessment and Bonus"	The amended proposals were approved.
	Establishment of "Regulations for Employees Travel Subsidies" Amendments to "Regulations for Employee Remuneration Distribution", "Rule for Performance Evaluation of Boards"	Approved as proposed.
	■ Result of the resolution of the board meeting: Approved as proposed.	
	Performance bonus payment conditions for appointed managers	The amended proposal was approved. Relevant operations have been carried out in accordance with the resolution.
8th meeting of 5th-term 2025/11/6	Amendments to "Regulations for Transfer of Repurchased Shares of SCSB to Employees"	The amended proposal was approved.
	■ Result of the resolution of the board meeting: Approved as proposed.	