

## Kedge Construction Co., Ltd.

### Remuneration Committee members and operation status :

- I. The remuneration committee of the company was established on December 27, 2011, with 3 members.
- II. Term of the current committee member : From June 2, 2023 to June 1, 2026. The remuneration committee held 5 times meetings during 2023, and the membership qualifications and attendance are as follows :

Title	Name	Qualified conditions	Attendance in person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Convener (Independent Director)	Hung-Chin Huang	1 、 2 、 3	6	0	100	
Member (Independent Director)	Gwo-Fong Lin	1 、 3	6	0	100	
Member	Tung-Hsuan Wan	1 、 3	6	0	100	

#### Qualified conditions :

1. An instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the Company in a public or private junior college, college or university.
  2. Currently serving as a judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license.
  3. With work experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company.
- III. The function of the remuneration committee of the company is to set and regularly review the performance evaluation standards, objectives and remuneration policies, systems, standards and structures of the company's directors and managers with the attention of good managers. It holds meetings at least twice a year. And may hold meetings at any time as needed to make recommendations to the board of directors for its decision-making reference.

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### IV. The Implementation Status of the Remuneration Committee in 2023:

Remuneration committee	Content of motion and follow-up actions	Results of resolution	The Company's actions in response to the remuneration committee's opinions
The 4th Session The 14rd Meeting 2023.03.10	<ol style="list-style-type: none"> <li>1. The proposal to revise the “Measures for the Performance Evaluation of the Board of Directors and Managers”.</li> <li>2. Announcement of the Company's Human Rights Policy.</li> <li>3. New formulation of "Year-end Bonus Measures".</li> <li>4. The proposal on the Company's employee remuneration and directors' remuneration allocation and distribution for 2022.</li> </ol>	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and Adopted by all directors present.
The 4th Session The 15th Meeting 2023.05.09	<ol style="list-style-type: none"> <li>1.The proposal on the promotion and salary adjustment of the Company's managerial officers.</li> </ol>	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 5th Session The 1th Meeting 2023.07.10	<ol style="list-style-type: none"> <li>1.The proposal on the remuneration and executive business expenses of the 12th term of directors, members of the 2nd term Audit Committee and members of the 5th term Salary and Remuneration Committee.</li> <li>2.The proposal salary adjustment of the Company's chairman.</li> <li>3. The company's appointment of manager.</li> </ol>	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 5th Session The 2th Meeting 2023.08.09	<ol style="list-style-type: none"> <li>1.Revise the Company's organizational system pattern.</li> <li>2. The proposal salary adjustment of the Company's managerial officers.</li> <li>3. Appointment case of dedicated information security manager.</li> <li>4. Member of the company's second sustainable development committee and transportation fee standard proposal.</li> </ol>	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 5th Session The 3th Meeting 2023.11.07	<ol style="list-style-type: none"> <li>1.The proposal on the promotion and salary adjustment of the Company's managerial officers.</li> <li>2.Appointment of new corporate governance officer.</li> </ol>	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
	<ol style="list-style-type: none"> <li>1. Revise the Company's organizational system pattern.</li> </ol>	All the committee	Submitted to the Board of Directors

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Remuneration committee	Content of motion and follow-up actions	Results of resolution	The Company's actions in response to the remuneration committee's opinions
The 5th Session The 3th Meeting 2023.12.27	<ul style="list-style-type: none"> <li>2. Adjustment of the company's position and grade salary structure table.</li> <li>3. Announcement of change of the Sustainable Development Committee's members.</li> <li>4. The proposal on the promotion and salary adjustment of the Company's managerial officers.</li> <li>5. The proposal on the promotion and salary adjustment of the Company's managerial officers.</li> </ul>	members present unanimously approved the proposal.	and adopted by all directors present.