

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 4 times meetings during 2024, 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	4	0	100	
Member (Independent Director)	Gwo-Fong Lin	1 、 3	4	0	100	
Member	Tung-Hsuan Wan	1 、 3	4	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 2024:

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 2024.03.05	1. The Company's 2023 Employee Compensation and Director Compensation Allocation and Distribution Plan	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 2024.05.07	1. The company's manager promotion and salary increase proposal.	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 2024.11.05	1. Organizational restructuring plan. 2. The company's salary scale list. 3. The company's manager promotion, job title change and salary increase case.	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 2024.12.13	1.The company's "Promotion and Salary Adjustment Management Measures" was renamed "Job Grade and Level Salary Adjustment Management Measures".	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.