

## 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 15, 2020 to June 14, 2023. The remuneration committee held 4 times meetings during 2021, 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	2	0	100	
Member (Independent Director)	Gwo-Fong Lin	1 、 3	2	0	100	
Member	Tung-Hsuan Wan	1 、 3	2	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

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its decision-making reference.

### IV. The Implementation Status of the Remuneration Committee in 2021:

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 3rd Meeting 2021.01.25	<ol style="list-style-type: none"> <li>1. The proposal for promoting the Company's managerial officers.</li> <li>2. The proposal for adjusting the subsidies 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 4th Session The 4th Meeting 2021.03.25	<ol style="list-style-type: none"> <li>1. Amended certain provisions of the Company's "Remuneration Committee Charter".</li> <li>2. The proposal on the Company's employee remuneration and directors' remuneration allocation and distribution for 2020.</li> <li>3. The proposal on the performance bonus of the Company's chairman for 2020.</li> <li>4. 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 4th Session The 5th Meeting 2021.06.25	<ol style="list-style-type: none"> <li>1. Revise the Company's organizational system pattern.</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 6th Meeting 2021.08.06	<ol style="list-style-type: none"> <li>1. The proposal for Company's personnel promotion salary standard case</li> <li>2. The proposal for Company's executive compensation package case</li> <li>3. 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.