

## Composition of the Remuneration Committee Members

Title	Criteria  <
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Note: Please tick the corresponding boxes if members have been any of the following during the two years prior to being elected or during the term of office.

- Not an employee of SCSB or any of its affiliates.
- Not a director or supervisor of SCSB or its affiliates (however, this restriction does not apply to such an individual who also holds a concurrent position of an independent director appointed by SCSB and its parent company, subsidiary, or subsidiaries under the same parent company in accordance with the Securities and Exchange Act or the laws of the country in which the affiliation is located).
- Not a director or supervisor of SCSB or any of its affiliates. Not applicable in cases where the person is an independent director of SCSB, its parent company, or any subsidiary in which SCSB holds, directly or indirectly, more than 50% of the voting shares.
- Not a manager listed in (1), or a spouse, relative of second degree or closer, or direct blood relative of third degree or closer to any person listed in (2) or (3).
- Not a director, supervisor, or employee who directly holds 5% or more of the shares issued by SCSB, or is a top-5 shareholder, or is a corporate shareholder who acts as SCSB's director or supervisor designated in accordance with Article 27, Paragraph 1 or Paragraph 2 of the Company Act (however, this restriction does not apply to such an individual who also holds a concurrent position of an independent director appointed by SCSB and its parent company and subsidiary, or subsidiaries under the same parent company in accordance with the Securities and Exchange Act or the laws of the country in which the affiliation is located).
- Not a director, supervisor or employee of another company in which more than half of the shares held by directors or those with voting rights are controlled by the same person (however, this restriction does not apply to such an individual who also holds a concurrent position of an independent director appointed by SCSB and its parent company, subsidiary, or subsidiaries under the same parent company in accordance with the Securities and Exchange Act or the laws of the country in which the company is located).
- Not a director, supervisor or employee who concurrently holds or is the spouse of the holder of an equivalent position of chairman or president in another company or institution (however, this restriction does not apply to such an individual who also holds a concurrent position of an independent director appointed by SCSB and its parent company, subsidiary or subsidiaries under the same parent company in accordance with the Securities and Exchange Act or the laws of the country in which the affiliation is located).
- Not a director, supervisor, or manager, or a shareholder holding 5% or more of the shares of a specific company or institution that has financial or business relationship with SCSB (however, this restriction does not apply to such an individual who also holds a concurrent position of an independent director in a specific company or institution that holds no less than 20% and no more than 50% of the shares issued by SCSB, appointed by SCSB and its parent company, subsidiary or subsidiaries of the same parent company in accordance with the Securities and Exchange Act or the laws of the country in which the affiliation is located).
- Not a professional who provides audits or commercial, legal, financial, accounting, or other related services with compensation totaling no more NT\$500,000 within the past two years to SCSB or its affiliates, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to SCSB or its affiliates. However, this restriction does not apply to a member of a remuneration committee, take-over bid review committee, or special committee of merger and acquisition that exercises its duties in accordance with relevant provisions in the Securities and Exchange Act and Business Mergers and Acquisitions Act.
- Not been a person of any conditions defined in Article 30 of the Company Act.

## B. Duties of the Remuneration Committee

The Remuneration Committee is responsible for regular reviews of the policies, systems, standards, and structures of performance assessments and remunerations of directors, managers, and sales personnel, 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 of the Remuneration Committee

a. There are 3 members in the Remuneration Committee.

b. The members' appointment: The 3<sup>rd</sup> Committee was appointed from June 15, 2018 to June 14, 2021.

A total of 5 (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 (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Yung-San Lee	5	0	100%	
Member	Miles King-Hu Hsieh	5	0	100%	
Member	Mu-Tsai Chen	5	0	100%	

Other mentionable items:

1. There have been no rejections of or amendments to the Remuneration Committee's suggestions by the Board of Directors.
2. There have been no objections to or reservations of the resolutions made by the Remuneration Committee.