

Remuneration Committee Operation Status

Composition	<ol style="list-style-type: none"> I. The number of Committee members shall not be less than three, and shall be appointed by resolution of the Board of Directors. At least one of the Committee members shall be an independent director. The convener of the Committee and the meeting chair shall be elected by a Committee member elected by all of the Committee members and shall be equipped with the qualification of an independent director. II. The term of the Committee members shall be the same as that of the board of directors by whom they are appointed. When a member of the Committee is dismissed for any reason, resulting in there being less than three members, a new appointment shall be made within three months from the date of occurrence. III. In the event of appointment and change of Committee members, announcement and report shall be made on the information reporting website designed by the competent authority within two days from the date of the occurrence.
Responsibilities	<p>The Committee shall act as a prudent administrator with due care to perform the following duties faithfully:</p> <ol style="list-style-type: none"> I. Assess and review the overall remuneration policy of the Bank. II. Establish and periodically review the performance evaluation of the directors, president, vice president, chief audit officer, legal compliance manager of head office, managers of head office departments and branches, as well as remuneration policy, system, standard and structure. III. Periodically assess and establish the remuneration of the directors, president, vice president, chief audit officer, legal compliance manager of head office, managers of head office departments and branches. IV. Review the following matters of subsidiaries of the Bank: <ol style="list-style-type: none"> (I) Determination on the remuneration of the managerial officers of directors, supervisors, chairman, president, vice president etc. (II) Establishment and amendment of rules for the employee salary, bonus and compensation.
Operation method	<ol style="list-style-type: none"> I. Committee shall convene at least two meetings annually, and extraordinary meetings may be convened depending upon the needs. In case where the convener of the Committee cannot convene a meeting due to leave or reasons, the convener shall appoint another Committee member with the qualification of an independent director in the Committee to act as a proxy thereof. II. When there are no other Committee members with the qualification of an independent director in the Committee, the

	<p>convener shall appoint other Committee members in the Committee to act as a proxy thereof. Where the convener fails to appoint a proxy, the other Committee members shall elect one Committee member to act as a proxy thereof.</p> <p>III. To convene a Committee meeting, a notice indicating the reasons of convention shall be provided to inform all Committee members seven days before the meeting is convened. However, in emergency circumstances, such restriction shall not be applied.</p>
Attendance Status	http://mops.twse.com.tw/mops/web/t100sb03_1