

Remuneration Committee Operation Status

Composition

1. The number of Committee members shall not be less than three, and Committee members shall be appointed by resolution of the Board of Directors. At least half of the Committee members shall be independent directors. The convener of the Committee and the meeting chair shall be elected by all Committee members and shall be equipped with the qualification of independent director.
2. The term of the Committee members shall be the same as that of the Board of Directors by whom 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. However, if a member with qualifications of independent director is dismissed while there is no other independent director, before the independent director by-election, member without independent director qualification may be assigned as a member and the elected member shall be assigned after the independent director by-election.
3. In the event of appointment and change of Committee members, announcement and report shall be made on the information reporting website designated by the competent authority within two days from the date of the occurrence.

4. The members of the 5th Remuneration Committee :

Title	Name
Managing Independent Director (Convener)	Jung-Chun Pan
Independent Director	Chih-Jong Suen
Remuneration Committee Member	Yu-Hsueh Wu

<p style="text-align: center;">Duties</p>	<p>The members of the Remuneration Committee shall faithfully perform the following duties and responsibilities with the attention of good stewardship:</p> <ol style="list-style-type: none"> 1.To evaluate and review the Bank’s overall salary and remuneration policy. 2.To establish and periodically review the performance evaluation (including performance evaluation standards) and remuneration policies, systems, standards and structures of the Directors, President, Executive Vice Presidents, Chief Auditor, Chief Compliance Officer, and heads of head office divisions and branches of the Bank, and to fully disclose the performance evaluation standards to shareholders in the annual report. 3.Periodically evaluate and set the remuneration of Directors, President, Executive Vice Presidents, Chief Auditor, Chief Compliance Officer, and heads of head office divisions and branches of the Bank. 4.To establish performance evaluation standards and remuneration standards for the Bank’s sales staff of various financial products and services, and to fully disclose the principles, methods and objectives of such standards or structures and systems to shareholders in the annual report. 5.To deliberate the following matters of the Bank’s subsidiaries: <ol style="list-style-type: none"> (1)Decision on salary and remuneration levels of Directors, Supervisor, Chairperson, President, and Executive Vice Presidents. (2)Formulation and revision of rules governing salary, bonus and remuneration for employees.
<p style="text-align: center;">Operation Method</p>	<p>Committee shall convene at least two meetings annually, and interim meetings may be convened depending upon the needs. In case the convener of the Committee cannot convene a meeting due to leave or any reason, the convener shall appoint another Committee member with the qualification of independent director in the Committee to act as a proxy thereof. When there are no other Committee members with the qualification of independent director in the Committee, the convener shall appoint other Committee member in the Committee to act as a proxy thereof. When the convener does not appoint a proxy, other Committee members shall elect one Committee member to act as a proxy thereof.</p> <p>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. However, in emergency circumstances, such restriction shall not be applied.</p>

<p>Attendance Status</p>	<p>http://mops.twse.com.tw/mops/web/t100sb03_1</p>
<p>The Remuneration Committee's 2021 meeting date, ordinal number of meeting, content of motion, and the resolution result.</p>	<ol style="list-style-type: none"> 1. The 8th meeting of the 5th Remuneration Committee on January 12, 2021 (submitted by the 9th meeting of the 26th Board of Directors on January 28, 2021 for review). <p>Approved the “Employee Performance Bonus Ratio” of the employee performance bonuses for 2020 paid by the Bank and the “Annual Performance Appraisal Rating Weight” of employee remuneration. The current regulations will be followed, and the amendment will not be adjusted for the time being.</p> 2. The 9th meeting of the 5th Remuneration Committee on February 8, 2021 (submitted by the 10th meeting of the 26th Board of Directors on February 25, 2021 for review). <ol style="list-style-type: none"> (1)Approved the proposal of remunerations and welfare of Ms. Yu-Ling Tang, President of the subsidiary - CHB Venture Capital Co., Ltd. (2)Approved the proposal of subsidy of the subsidiary - CHB Venture Capital Co., Ltd. (3)Combined the President's achievements of various financial indicators (such as income before income tax, ROE, ROA, non-performing loan ratio, etc.) of the Bank and approved the regular assessment of the remunerations and welfares of the President of the Bank and other related matters. (4)Approved the remunerations and welfares of Mei-Fang Wu, Chief Auditor, and Ya-Ling Lin, Executive Vice President and Hsiu-Chuan Teng, Executive Vice President of the Bank. (5)Approved the proposal of employee performance bonus payment of the Bank for 2020. (6)Approved the Bank's 2020 special incentive fund allocation ratio and the ratio of business units and other units. 3. The 10th meeting of the 5th Remuneration Committee on March 15, 2021 (submitted by the 11th meeting of the 26th Board of Directors on March 26, 2021 for review). <ol style="list-style-type: none"> (1)Approved the amendment to the “Regulations for Bonus Payment to Employees” of the subsidiary - Chang Hua Commercial Bank, Ltd. (2)Approved the Bank's 2020 proposal to distribute the amount and ratio of Directors' and employees' remuneration. 4. The 11th meeting of the 5th Remuneration Committee on April 7, 2021

<p>The Remuneration Committee's 2021 meeting date, ordinal number of meeting, content of motion, and the resolution result.</p>	<p>(submitted by the 12th meeting of the 26th Board of Directors on April 20, 2021 for review).</p> <p>(1)Approved the addition of “Other Bonus” proposal of remuneration and welfare of Chiao-Hsiang Chang, President of the subsidiary - CHB Venture Capital Co., Ltd., to subsidize his national health insurance premiums on a monthly basis.</p> <p>(2)Approved the proposal of the “Principles of Staff Promotion and Salary Adjustment” of the subsidiary - Chang Hua Commercial Bank, Ltd.</p> <p>(3)Approved the proposal of the remunerations and welfares of Chao-Chung Chou, President of the Bank and other related matters.</p> <p>(4)Approved the proposal of the amount of the 2020 special incentives issued to the President, the EVP & Chief Auditor, the Executive Vice Presidents, the EVP & Chief Compliance Officer, and the division heads of head office, regional centers, and business units.</p> <p>5. The 12th meeting of the 5th Remuneration Committee on April 27, 2021 (submitted by the 13th meeting of the 26th Board of Directors on May 11, 2021 for review).</p> <p>Approved the proposal of the Bank’s “Hong Kong Financial Talent Performance Assessment and Bonus and Remuneration Payment Measures.”</p> <p>6. The 13th meeting of the 5th Remuneration Committee on June 16, 2021 (submitted by the 14th meeting of the 26th Board of Directors on June 24, 2021 for review).</p> <p>In accordance with 2020 Directors’ performance evaluation, the evaluation index include “Awareness of the duties of directors”, “Participation in the operation of the Bank”, “Management and communication of internal relationship”) and link the remuneration of Directors (including Chairperson, Directors, and Independent Directors) according to the results of performance evaluation of Directors:</p> <p>(1)Approved the proposal of regular assessment of the remunerations and welfares of the Chairperson of the Bank and other related matters.</p> <p>(2)Approved the proposal of regular assessment of the monthly remunerations of Managing Directors (excluding Managing Independent Directors) and Directors (excluding General Independent Directors) of the Bank.</p> <p>(3)Approved the proposal of regular assessment of the monthly remunerations of Independent Directors of the Bank.</p> <p>(4)Approved the amendment to provisions of the Bank’s “Measures for</p>
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<p>The Remuneration Committee's 2021 meeting date, ordinal number of meeting, content of motion, and the resolution result.</p>	<p>Remuneration Payment for Wealth Management Business”.</p> <p>(5)Approved the proposal of the amount of the 2020 special incentives issued to Jung-Chien Hu, the former President of the subsidiary - CHB Venture Capital Co., Ltd.</p> <p>(6)Approved the proposal of allocating consolation payments to employees of the Bank for diagnosis or quarantine on business in response to the COVID-19 epidemic.</p> <p>(7)Approved the proposal of the Bank’s 2021 annual adjustment of employee salary.</p> <p>7. The 14th meeting of the 5th Remuneration Committee on July 9, 2021 (submitted by the 15th meeting of the 26th Board of Directors on July 22, 2021 for review). Approved the Bank’s amendment to “Regulations for Bonus Payment to Employees”.</p> <p>8. The 15th meeting of the 5th Remuneration Committee on August 17, 2021 (submitted by the 16th meeting of the 26th Board of Directors on August 26, 2021 for review). (1)Approved the amendment to the Bank’s “Measures for Remuneration Payment to Insurance Business Personnel”. (2)Approved the proposal of the Bank’s 2020 Distribution of Remunerations to Directors.</p> <p>9. The 16th meeting of the 5th Remuneration Committee on September 14, 2021 (submitted by the 17th meeting of the 26th Board of Directors on September 28, 2021 for review). Approved the proposal of 2021 annual adjustment of employee salary of the subsidiary - CHB Venture Capital Co., Ltd.</p> <p>10. The 17th meeting of the 5th Remuneration Committee on November 2, 2021 (submitted by the 19th meeting of the 26th Board of Directors on November 11, 2021 for review). (1)Approved the amendment to the “Regulations for Bonus Payment to Employees” of the subsidiary - Chang Hua Commercial Bank, Ltd. (2)Approved the handling of 2021 adjustment of employee salary and remuneration adjustment of senior management officers by the subsidiary - Chang Hua Commercial Bank, Ltd. (3)Approved the amendment to the Bank’s “Employee Remuneration Distribution Plans”. (4)Approved the amendment to the Bank’s amendment to “Employee</p>
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<p>The Remuneration Committee's 2021 meeting date, ordinal number of meeting, content of motion, and the resolution result.</p>	<p>Performance Appraisal Regulations”.</p> <p>11. The 18th meeting of the 5th Remuneration Committee on December 17, 2021 (submitted by the 21st Meeting of the 26th Board of Directors on December 28, 2021 for review).</p> <p>(1)Approved review of various assessment index of the Bank’s “Rules of Performance Evaluation of the Board of Directors” on a regular basis to implement corporate governance and enhance the functions of the Bank’s Board of Directors”.</p> <p>(2)Approved the proposal of providing hotel accommodation vouchers for employees of the Bank in 2022.</p> <p>(3)Approved the amendments to the Bank’s “Salary Scales List for Personnel” and the "Supervisor Position Bonus and Payment Recipients and Standards".</p>
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