

Compensation Committee

Remuneration Committee	Subjects	Resolution results	Company reaction base on the opinion of Compensation Committee
The 3 th meeting of the 14th session on January 22, 2021	<ol style="list-style-type: none"> 1. Review the achievement results of the three-year PSOP objectives of senior management from 2018 to 2020. 2. Report the performance self-evaluation results of the Remuneration Committee. 3. Review the basis (Rational E) and KPIs for manager's 3-years goal setting for 2021-2023 4. Review of 2020 Advantech Director's Remuneration. 5. Propose for the manager bonus (year-end, performance, employee remuneration) and salary adjustment range of the Company in 2020. 	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 4 th meeting of the 14th session on April 29, 2021	<ol style="list-style-type: none"> 1. Propose the Company's talent development and duty succession planning. 2. Share the case of succession planning practices of benchmarking enterprises in the industry. 3. TCC(Talent Cultivation Committee)Review ° 	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 5 th meeting of the 14th session on July 30, 2021	<ol style="list-style-type: none"> 1. Review the salary incentive structure of middle/senior managers of the Company. 2. Have a comparative analysis of the remuneration of middle/senior managers of the Company and that of peers / benchmarking companies. 3. Have a comparative analysis of the average and median annual salary of the Company's full-time employees with those in the same industry. 	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 6 th meeting of the 14th session on Oct 29, 2021	<ol style="list-style-type: none"> 1. Advantech Amendment of "Articles of Incorporation for Remuneration Committee" 2. Review and revise the " Regulations Governing Remuneration of Managerial 3. Advantech Amendment of "Directors' Remuneration Management Regulations." 4. 2022 Advantech Remuneration Committee Key Quarterly Meeting Plan. 	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors

