

## Compensation Committee

Remuneration Committee	Subjects	Resolution results	Company reaction base on the opinion of Compensation Committee
The 7 <sup>th</sup> meeting of the 14th session on January 13, 2022	<ol style="list-style-type: none"> <li>1. Review the achievement results of PSOP objectives of senior management .</li> <li>2. Review the basis (Rational E) and KPIs for manager's goal setting for 2022.</li> <li>3. Report the performance self-evaluation results of the Remuneration Committee.</li> <li>4. Review of 2021 Advantech Director’s Remuneration.</li> <li>5. Propose for the manager bonus (year-end, performance, employee remuneration) and salary adjustment range of the Company in 2021.</li> </ol>	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 8 <sup>th</sup> meeting of the 14th session on April 29, 2022	<ol style="list-style-type: none"> <li>1.TCC (Talent Cultivation COE) <ul style="list-style-type: none"> <li>• Talent Attraction Programs for Young &amp; Middle-level employees</li> <li>• Update of Global Hipo Program and Mentoring Program</li> </ul> </li> </ol>	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 9 <sup>th</sup> meeting of the 14th session on July 29, 2022	<ol style="list-style-type: none"> <li>1.Review the salary incentive structure of middle/senior managers of the Company. <ul style="list-style-type: none"> <li>• Have a comparative analysis of the remuneration of middle/senior managers of the Company and that of peers / benchmarking companies.</li> <li>• Have a comparative analysis of the average and median annual salary of the Company's full-time employees with those in the same industry.</li> </ul> </li> </ol>	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors
The 10 <sup>th</sup> meeting of the 14th session on Oct 28, 2022	<ol style="list-style-type: none"> <li>1. Analysis of 2022 Compensation Survey Results for Mid-Level Managers</li> <li>2. O&amp;PR and Talent Cultivation Update</li> <li>3. Advantech Amendment of “Directors’ Remuneration Management Regulations.”</li> </ol>	Passed by all members unanimously.	Presented by the chairperson of the Compensation Committee to the board of directors

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|  | <ol style="list-style-type: none"><li>4. Review the performance self-evaluation questionnaire for the compensation committee</li><li>5. 2023 Advantech Remuneration Committee Key Quarterly Meeting Plan.</li></ol> |  |  |
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