

## 2023 Compensation Committee's Dates of Meeting, Content & Conclusion

Compensation Committee	Subject	Conclusion	Corresponding Actions Based on Suggestions
The 11th meeting of the 14th session (January 17, 2023)	Review the Senior Executives' Y2022 achievement results	Committee members agreed with the report and suggested : 1. In the Compensation Committee, review the compensation and KPIs of the CEO/President and all direct reports to him/her (Executive Level; regardless of whether the compensation is paid in Taiwan).  2. Add Insights to the Operational Analysis to understand key drivers.	Implemented according to the conclusion
	Review the Senior Executives' Y2023 KPIs & goals	Committee members agreed with the report and suggested : 1. If TSR-related indicators are to be established, it is necessary to consider whether they are in line with Advantech's culture.  2. ESG KPIs can be included in the Long-Term Incentive Program through PSOP.	1. Annual KPIs exclude the TSR 2. Implemented according to the conclusion
	Present the results of the self-evaluation of the performance of the Compensation Committee	Committee members agreed with the report. All self-evaluation items met or exceeded the expectations.	Implemented according to the conclusion
	Comparison and Analysis of Compensation of Directors of Advantech and Benchmark Companies.  Review of Director of the Board compensation against Taiwan-related companies	Committee members agreed with the report and suggested : 1. In addition to the regular annual review of Directors' compensation, it is proposed to review the Directors' compensation competitiveness against the market every three years at the Compensation Committee's meeting prior to the re-election of Directors and make recommendations.  2. The fixed pay amount for independent directors should remain unchanged, but the payment will be changed to a monthly or quarterly basis starting the next term.	1. Implemented according to the conclusion 2. Had a further discussion and decided to maintain the one-time payment yearly
	Review the proposed Employee Stock Option Program (ESOP) to be issued in 2023	Agreed by all members	Approved by the Board of Directors
	Review the Y2022 Directors' compensation		
	Propose the Senior Executives' Bonus (Year-End Bonus, Performance, etc.) and the Y2023 Salary Adjustment Plan		

The 12th meeting of the 14th session ( April 28, 2023 )	Middle Manager/ Young Talent Development Plan	Committee members agreed with the report and suggested : Planning globally and in the headquarters' view and to ensure management points by different competencies.	Implemented according to the conclusion
	HCM (Human Capital Management) - Workday System - HR Strategy Platform Report	Committee members agreed with the report and suggested : Reconsidering the Workday roll-out plan priorities.	Implemented according to the conclusion
	Review the Directors' Compensation Management Policy	Agreed by all members	Approved by the Board of Directors
The 1st meeting of the 15th session ( August 1, 2023 )	Election of the Convenor of the Compensation Committee	All members elected Mr. Ming-Hui Chang, an independent director, as the convenor	Approved by the Board of Directors
	Pay Structure and Competitiveness Analysis	Committee members agreed with the report and suggested : Presenting financial data in thousands or millions of dollars in the report	Implemented according to the conclusion
	Review the relevant policies 1. Organizational Procedures of the Compensation and Compensation Committee 2. Regulations on Directors' Compensation 3. Regulations for the Senior Executives' Compensation Management	Committee members agreed with the report	Implemented according to the conclusion
	Review the Employee Stock Option Certificates Policy	Agreed by all members	Approved by the Board of Directors
The 2nd meeting of the 15th session ( September 20, 2023 )	Review the number of Stock Options granted to the Senior Executives and employees holding directorships	Agreed by all members	Approved by the Board of Directors In response to the Directors' proposal to expand participation in the 2023 employee stock option plan, if there are any changes in the list of employees, it will be submitted to the Committees in accordance with the law.