

Remuneration Committee Organizational Charter of FIC Global Inc.

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- Article 1 Purpose and basis
In order to strengthen the Company's remuneration management functions, this Remuneration Committee Charter (hereinafter referred to as "the Committee") is established in accordance with Article 3 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange of the Taipei Exchange", as a guideline for compliance.
- Article 2 Scope of application
Except as otherwise provided by law or regulation or by the Articles of Incorporation, matters in connection with the official powers of the Remuneration Committee shall be handled in accordance with this Charter.
- Article 3 Announcement for future reference
The Company shall post the contents of this organizational charter on its website and the MOPS for reference by shareholders or investors.
- Article 4 Functions of the Committee
The functions of the Committee are to professionally and objectively evaluate the policies and systems for remuneration of the directors, supervisors, and managers of the Company, and submit recommendations to the Board of Directors for its reference in decision-making.
- Article 5 Composition of the Committee
The members of the Committee shall be appointed by resolution of the Board of Directors (the professional qualifications and independence of the Committee members shall comply with the provisions of Articles 5 and 6 of the Regulations Governing the Exercise of Powers by Remuneration Committees). The Committee shall consist of three members. If the Company is required to appoint independent directors in accordance with the Securities and Exchange Act, at least one independent director must participate in the Committee. The independent director shall be elected by all members to serve as the convener.
- Article 6 Terms of committee members and appointments to fill vacancies
The term of office of the members of the Committee is the same as that of the directors.
If a member of the Committee is dismissed for any reason, resulting in the number of members falling below three, the Company shall convene a Board of Directors meeting within three months from the date of occurrence to appoint a replacement.
When the members of the Committee are appointed or changed, the Company shall, within two days from the occurrence of the fact, make a public announcement and report it on the information reporting website designated by the competent authority.
- Article 7 Scope of duties of the Committee
The members of the Committee shall, with the care of a good administrator, faithfully perform the following duties, be accountable to the Board of Directors, and submit their recommendations to the board for discussion.
- I. Regularly review this regulation and make suggestions for amendment.
 - II. Formulate and regularly review the **performance evaluation standards**, annual and long-term performance targets, and remuneration policies, systems, standards and structures of the Company's directors, supervisor, and managers, **and disclose the content of the performance evaluation standards in the annual report**.
 - III. Assess how the Company's directors, supervisors, and managers have achieved the performance targets, and **determine the content and amount of their individual remunerations** based on the results of the performance evaluation standards. The **annual report may disclose the results of the performance evaluation of directors, supervisors, and managers, and the content and amount of remuneration and the relevance and rationality of the performance evaluation results**.
- The Committee shall perform the duties under the preceding Article in accordance with the following principles:
- I. Ensure that the Company's remuneration arrangement complies with relevant laws and regulations and is sufficient to attract outstanding talent.
 - II. The performance evaluation and remuneration of directors, supervisors, and managers shall refer to the usual level of payment in the industry. It also considers the time invested by the individual, the responsibilities assumed by the individual, the status of achieving personal goals, the performance of other positions, and the salary remuneration given by the Company to those in the same position in recent years. It also evaluates the rationality of the relationship between individual performance and

the Company's operating performance and future risks through the achievement of the Company's short-term and long-term business goals and the Company's financial status.

- III. Directors and managers shall not be induced to engage in behavior that exceeds the Company's risk appetite in order to seek compensation.
- IV. For directors and senior managers, the percentage of remuneration to be distributed based on their short-term performance and the time for payment of any variable remuneration shall be decided with regard to the characteristics of the industry and the nature of the Company's business.
- V. Consideration shall be given to the reasonableness of the content and amount of remuneration to directors, supervisors, and managers. The remuneration to directors, supervisors, and managers shall not be significantly inconsistent with their financial performance. The remuneration shall not be higher than that of the previous year. If the remuneration is still higher than the previous year, the reasonability shall be disclosed in the annual report.
- VI. Members of the Committee shall not participate in discussion and voting on their personal salary and remuneration decisions.

The salary and remuneration mentioned in the preceding two paragraphs include cash remuneration, stock options, dividends, retirement benefits or severance payments, various allowances and other measures with substantial incentives. Its scope shall be consistent with the remuneration of directors, supervisors, and managers in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

If decision-making and handling of any matter relating to the remuneration of directors and managers of a subsidiary is delegated to the subsidiary but requires ratification by the Company's Board of Directors, the Company's Remuneration Committee shall be asked to make recommendations before the matter is submitted to the Board of Directors for discussion.

Article 8 Convening and holding of meetings

The Committee shall convene at least twice annually, and may call a meeting at its discretion whenever necessary.

In calling a meeting of the Committee, a notice of the reasons for convening the meeting shall be given to each committee member at least 7 days in advance. However, this does not apply in the case of emergencies.

The aforesaid notice may be given electronically.

The Committee convenes and chairs meetings by an independent director nominated by all committee members. If the convener takes leave or is unable to convene a meeting for any reason, he/she shall appoint another independent director on the Committee to act in his/her place. If there is no other independent director on the Committee, the convener shall appoint another committee member to act on his or her behalf. If the convener does not make such an appointment, a member of the Committee shall be elected by and from among the other members of the Committee to serve as the proxy.

The convener of the Committee shall represent the Committee externally.

The Committee may request the directors, managers of relevant departments, internal auditors, CPAs, attorneys, or other personnel of the Company to attend the meeting as non-voting participants and provide pertinent and necessary information.

Article 9 Drafting of meeting agendas

The Committee's meeting agenda shall be drafted by the convener. Other members may submit motions to the Committee for discussion. Meeting agendas shall be forwarded to the Committee members in advance. When a meeting of the Committee is held, an attendance book shall be made available for sign-in by committee members in attendance and thereafter made available for reference.

The Committee members shall attend the meeting in person. If a member is unable to attend the meeting in person, the member may appoint another member to attend as his or her proxy. Attending a meeting via telecommunications will be deemed attendance in person.

A member of the Committee that appoints another member as proxy to attend a meeting shall in each instance issue a written proxy stating the scope of authorization with respect to the items on the meeting agenda.

The proxy in Paragraph 3 is limited to one person.

Article 10 Resolution method

Resolutions at meetings of the Committee shall be adopted with the consent of one half or more of the entire membership. When a matter comes to a vote at a Committee meeting, if upon inquiry by the meeting Chairman no member voices an objection, the matter will be deemed approved, with the same effect as approval by vote.

The result of the vote under the preceding paragraph shall be made known immediately and recorded.

Article 11 Meeting minutes

Discussions at a meeting of the Committee shall be included in the meeting minutes, which shall faithfully

record the following:

- I. The session, time, and place of the meeting.
- II. The name of the meeting chair.
- III. The attendance of members at the meeting, specifying the names and number of members present, excused, and absent.
- IV. The names and titles of those attending the meeting as non-voting participants.
- V. The name of the minute taker.
- VI. The matters reported at the meeting.
- VII. Items for discussion: The resolution methods and results of each motion, and the objections or qualified opinions of the committee members.
- VIII. Extraordinary motions: Name of proposer, the resolution methods and results of the motion, a summary of speeches, objections, or reservations made by committee members, experts, and other personnel.
- IX. Other matters required to be recorded.

The attendance book is an integral part of the minutes of the meeting of the committee. If the meeting is held via videoconference, the audiovisual data also form part of the meeting minutes.

The minutes of the Committee meeting shall bear the signature or seal of both the meeting Chairman and the minute taker. A copy of the minutes shall be distributed to each member on the Committee within 20 days after the meeting, and shall be presented to the Board of Directors and retained as important corporate records for 5 years. The meeting minutes may be produced and distributed in electronic form.

If, before the expiration of the retention period under the preceding paragraph, any litigation arises in connection with any matter relating to the Committee, the meeting minutes shall be preserved until the conclusion of the litigation.

Article 12 Implementation of meeting resolutions

The Committee may authorize the convener or other members of the Committee to continue the work based on the resolution of Article 7, or the appointment of professionals pursuant to Article 13, Paragraph 2, and report to the Committee during the implementation period. When necessary, the matter shall be presented for ratification or a report made at the next meeting of the Committee.

Article 13 Resources to be provided when the Committee exercises its powers

When the Committee calls a meeting, it may request directors, managers of relevant departments, internal audit officers, CPAs, attorneys, or other personnel of the Company to attend the meeting to provide pertinent and necessary information.

The Committee may, at the expense of the Company, resolve to retain the service of an attorney, CPAs, or other professional to conduct a necessary audit or to provide advice on matters relating to the exercise of the Committee's powers.

Article 14 The Articles of Incorporation shall be implemented after being approved by the Board of Directors. The same shall apply to amendments thereto.