

**Far EasTone Telecommunications Co., Ltd.**  
**The Charter of the Remuneration Committee**

Approved by Board of Director Meeting on 2021/5/6

Article 1	The Charter of the Remuneration Committee (the “Charter”) is duly enacted 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 Stock Exchange or Traded Over the Counter”.
Article 2	The Charter shall duly govern and regulate the Remuneration Committee (the “Committee”) in the composition of the Committee members, number, term of office, official powers of the Committee members, rules of procedure for meetings of the Committee, and the resources to be provided by the Far EasTone Telecommunications Co., Ltd., (the “Company”).
Article 3	<p>The members of the Committee, three in number, shall be appointed by resolution of the board of directors.</p> <p>The professional qualification and other matters to be complied with for the Committee members shall abide by the laws and regulations concerned.</p> <p>The term of the Remuneration Committee members shall be identical with that of the board of directors which appointed the members.</p> <p>When the number of members of the Committee falls shorter than 3 members due to dismissal of member of the Committee for cause, board of directors shall meet within 3 months from the date of occurrence of the event to by-elect replacement member.</p> <p>When there is any appointment of, or change in, a member of the Remuneration Committee, the company shall, within 2 days from the date of occurrence of the event, publicly announce and report it on the information reporting website designated by the competent authority.</p>
Article 4	<p>The Committee shall exercise the due care of professional standards in performing faithfully the official powers listed below, and shall assume the responsibility to the Board of Directors, and shall submit the recommendations to the Board of Directors for discussion and resolution:</p> <ol style="list-style-type: none"> <li>1. Formulate and periodically examine the performance review, remuneration policy, system, standards, and structure for directors and managerial officers.</li> <li>2. Periodically evaluate and formulate the remuneration of directors and managerial officers.</li> </ol>

<p>Article 5</p>	<p>When performing the official powers of the preceding Article, the Committee shall follow the principles listed below:</p> <ol style="list-style-type: none"> <li>1. With respect to the performance assessment and remuneration of directors and managerial officers, it shall refer to the general pay levels adopted by peer companies, take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.</li> <li>2. It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the Company may take.</li> <li>3. It shall take into consideration the characteristics of the industry and the nature of the Company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior managerial officers and the time for payment of the variable part of remuneration.</li> </ol> <p>The term "Remuneration" as set forth in the Charter includes cash compensation, stock options, profit sharing and stock ownership, retirement benefits or severance pay, allowances or stipends of any kind, and other substantive incentive measures. Its scope shall be consistent with that of remuneration for directors, and managerial officers as set out in the Regulations Governing Information to be Published in Annual Reports of Public Companies.</p> <p>When deliberating the recommendations of the Committee, the board of directors shall give comprehensive consideration to matters including amounts of remuneration, payment methods, and the company's future risk.</p> <p>If the board of directors will decline to adopt, or will modify, a recommendation of the Remuneration Committee, it shall require the consent of a majority of the directors in attendance at a meeting attended by two-thirds or more of the entire board, which in its resolution shall give the comprehensive consideration under the preceding paragraph and shall specifically explain whether the remuneration passed by it exceeds in any way the recommendation of the remuneration Committee.</p> <p>If the remuneration passed by the board of directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified in the board meeting minutes, and shall be publicly announced and reported on the information reporting website designated by the competent authority within two days counting from the date of passage by the board of directors.</p>
<p>Article 6</p>	<p>The Committee shall convene at the minimum 2 (two) meetings a year and may convene a meeting whenever necessary</p> <p>In calling a meeting of the Committee, a notice setting forth therein the subject matter(s) to be discussed at the meeting shall be given to each member at least seven days in advance. In emergency circumstances, however, the meeting may be convened at any time.</p> <p>The notices mentioned in the preceding paragraph may be served by electronic means.</p> <p>The Company has installed independent director(s) as required under the Securities and Exchange Law. More than half the Committee members shall be independent director, and all Committee members shall unanimously elect the independent director to serve as the</p>

	<p>convener and meeting chairperson. When the convener is on leave or unavailable to convene the meeting, another independent director in the Committee shall act on the convener’s behalf. In the event that another independent director is not available in the Committee, such convener shall appoint another Committee member to act on the convener’s behalf. In the event that the convener does not make the appointment, another Committee member shall be elected and appointed from among them to act in the convener’s place.</p> <p>The qualification requirements for the convener and the chairperson of the meeting shall be duly handled according to laws and ordinances concerned.</p> <p>The convener of the Committee represents the Committee externally.</p> <p>The Committee may invite directors, managerial officers of relevant departments, internal auditors, certified public accountants, legal consultants, or other personnel to attend meetings as nonvoting participants and provide relevant necessary information, provided that they shall leave the meeting when deliberation and voting take place.</p>
<p>Article 7</p>	<p>The agenda of a Committee meeting shall be established by the convener. Other Committee members may, as well, offer proposals to be discussed by the Committee. The agenda of the Committee meeting shall be provided to all Committee members beforehand.</p> <p>When the Committee is held, the company shall provide an attendance book for signature by the members attending the meeting and thereafter made available for reference.</p> <p>The Committee members shall participate in the Committee meeting in person. A Committee member who is unavailable to attend a Committee meeting in person may authorize a proxy to attend on his or her behalf. Attendance via tele- or video-conference is deemed as attendance in person. However, the Committee Meeting shall not be convened if the total number of participating in Committee members including the Committee member(s) who is (are) deemed to have attended in person is less than two.</p> <p>A Committee member appointing another member to attend the Committee meeting in his or her place shall in each instance issue a written proxy stating the scope of authorization with respect to the reasons for the meeting.</p> <p>A resolution of the Remuneration Committee shall require the approval of one-half or more of all of the members. During voting, if the Committee chair solicits and receives no dissents, the motion is deemed passed, with equivalent force as a resolution by vote. The results of voting shall be made known immediately, and recorded in writing.</p> <p>A proxy under paragraph third may accept a proxy from one person only.</p> <p>The term “all Committee members” as set forth in these Regulations shall be counted based on all current Committee members.</p> <p>A Committee member who has a personal interest with a respect to a given agenda should explain to the Committee the critical part of such interest. If such interest is likely to prejudice the interests of the Company, such Committee member shall not join discussion, vote nor exercise the voting right on behalf of another Committee member, and shall recuse himself or herself during the discussion and voting.</p> <p>In case of an issue under Paragraph III, proviso, or the preceding paragraph which makes the Committee unable to convene a meeting or</p>

	<p>resolve a decision, such issue shall be reported to the Board of Directors so that the Board of Directors shall discuss and resolve a decision.</p> <p>In an issue mentioned in the preceding paragraph which is discussed by the Board of Directors and for which a decision is resolved by the Board of Directors, it shall be expressly entered into the minutes of the Board of Directors meeting and shall be promulgated and declared through the information declaration Web site designated by the competent authority within two days after the decision is resolved.</p>
<p>Article 8</p>	<p>The minutes shall be prepared of the discussions at the Committee, and the minutes shall record the matters listed below in a detailed and accurate manner:</p> <ol style="list-style-type: none"> <li>1. Session, time, and place of the meeting.</li> <li>2. Name of the meeting chair.</li> <li>3. Member attendance, specifying the names and number of members in attendance, excused, and absent.</li> <li>4. Names and titles of those present at the meeting as nonvoting participants.</li> <li>5. Name of minutes taker.</li> <li>6. Matters reported on.</li> <li>7. Agenda items: for each proposal, the method of resolution and the result; a summary of the comments made by the Committee members on the Committee and experts and other persons present at the meeting; the name of any Committee members who is an interested party as referred to in paragraph 8 of Article 7; an explanation of the name of Committee member, the critical part of personal interest matter, the status of the recusal; and any objections or reservations expressed at the meeting.</li> <li>8. Extraordinary motions: the name of the mover; the method of resolution and the result for each motion; a summary of the comments made by the Committee members on the Committee and experts and other persons present at the meeting; the name of any Committee members who is an interested party as referred to in paragraph 8 of Article 7; an explanation of the name of Committee member, the critical part of personal interest matter, the status of the recusal; and any objections or reservations expressed at the meeting.</li> <li>9. Other matters required to be recorded.</li> </ol> <p>On a decision resolved by the Committee, in the event that a member holds opinions in objection or reserved with written records or declaration, other than entry into the minutes of the Committee Meeting, such opinions in objection or reserved with written records or declaration shall be promulgated and declared through the information declaration Web site designated by the competent authority within two days after occurrence of the fact.</p> <p>The sign-in book of the Committee Meeting shall form an integral part of the minutes.</p> <p>The minutes of the Committee Meeting shall be signed and affixed seals by the chairperson and the secretary and shall be served to all Committee members within twenty days after the meeting and be submitted to the Board of Directors as major files of the Company and</p>

	<p>shall be archived for five years.</p> <p>In the event that a litigious action implicating the Committee takes place before the aforementioned archiving period expires, the minutes shall be archived until the litigious action is concluded.</p> <p>The minutes mentioned in the first paragraph may be produced and allocated by electronic means.</p> <p>Where the Committee convenes a meeting through video system, the video and audio information should form an integral part of the minutes of the meeting.</p>
Article 9	The Committee may by resolution, at the cost of the company, engage an attorney, certified public accountant, or other professional to conduct a necessary audit or provide advice with respect to any matter related to the exercise of the committee's powers.
Article 10	<p>The Committee shall reassess the Charter and relevant issues and submit them to the Board of Directors for amendment on a regular basis.</p> <p>The execution of tasks relating to matters resolved by the Committee may be delegated to the convener or other member or members of the Committee for follow-up and handling, and they shall make written reports to the Committee during the period in which they are handling such tasks. When necessary, they shall submit them for ratification, or report them, to the Committee at the subsequent meeting.</p>
Article 11	The Charter and the amendment hereof shall be put into enforcement after being resolved in the Board of Directors.