CTBC Bank Co., Ltd.

Remuneration Committee Charter

Article 1 To enhance the corporate governance of CTBC Bank Co., Ltd. (hereinafter, the "Company") and strengthen the function of the Board of Directors, this Charter is hereby adopted for the establishment of the Remuneration Committee (hereinafter, the "Committee") pursuant to the Articles of Incorporation of the Company and 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 composition, headcount, term of office, powers, and rules of procedure of the Committee as well as the resources to be provided to it by the Company upon exercising its powers shall be subject to the provisions of this Charter.

Article 3
1. Committee members are appointed by Board resolution. The Committee shall have no fewer than three members, more than half of the members shall be independent directors. An independent director shall act as the convener.
2. The terms of office of Committee members shall be the same as their current terms as Board directors.
3. If a dismissal made for any reason causes an insufficient headcount of fewer than three members, a Board meeting shall be convened within three months of the date of occurrence to allow for supplementary appointment.
4. Upon the appointment or change of a Committee member, the Company shall file an announcement thereof on the information-reporting website designated by the competent authority within two days of the date of occurrence.

Article 4
1. The Committee members shall exercise the due care of good administrators and faithfully perform the following duties, and shall submit relevant proposals to the Board of Directors for discussion:
   (1) Formulate and regularly review the policies, systems, standards, and structure of the performance assessment and remuneration of directors and managers.
   (2) Regularly assess and formulate the remuneration of directors and managers.
2. When performing the duties in the preceding paragraph, the Committee shall adhere to the following principles:
   (1) The performance assessment and remuneration of directors and managers shall refer to industry standard pay rates and give consideration to individual performance, Company operating performance, and future risk.

(2) Directors and managers shall not be guided to engage in actions that exceed the risk appetite of the Company in pursuit of remuneration.

(3) For directors and senior management, the ratio of bonus pay and the timing of payments constituting the variable pay of their remuneration shall take into consideration the conditions of the industry and the nature of the Company's business.

The term "remuneration" in the preceding two paragraphs 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 manager as specified in the Regulations Governing Information to be Published in Annual Reports of Public Companies.

Article 5

1. The Committee shall convene at least twice every year.
2. A notice of the reasons for convening a meeting shall be specified upon convocation and given to each Committee member at least seven days in advance of the meeting. In emergency circumstances, however, a meeting may be called on shorter notice.
3. The convener shall be responsible for convening Committee meetings and acting as the meeting chairperson. If the convener is on leave or otherwise unable to convene a meeting, he or she shall appoint another member as acting convener. If the convener does not make such an appointment, one person shall be jointly appointed by and from among all Committee members as acting convener.
4. The Committee may invite directors, management-level personnel of relevant departments, internal auditors, accountants, legal consultants, or other Company personnel to attend a meeting and provide necessary information.
5. Committee meeting agendas shall be drafted by the convener; other members may also submit proposals for discussion by the Committee. Meeting agendas shall be provided to the Committee members in advance.
6. When a Committee meeting is convened, an attendance book shall be provided for attending members to sign for future reference. Members shall attend Committee meetings in person; a member who cannot attend in person may entrust another member to attend on his or her behalf. A member participating in a meeting through videoconferencing shall be deemed to be attending in person. When entrusting another member to act as a proxy to attend a Committee meeting, a Committee member shall on every occasion issue the proxy with power of attorney and list the scope of authority regarding the items on the meeting agenda. The proxy mentioned in the preceding paragraph is

limited to entrustment by one person.

7. Committee resolutions shall be adopted with the consent of at least half of all members. When a matter comes to a vote at a Committee meeting, if no member voices an objection upon inquiry by the meeting chair, the matter is deemed approved, with the same effect as approval by vote. The voting result shall be reported on the spot and a record thereof shall be made.
8. The proceedings of Committee meetings shall be recorded in the meeting minutes, which shall specify the following in detail:
   (1) Meeting session, time, and location
   (2) Name of meeting chairperson
   (3) Member attendance, including the names and numbers of members in attendance, on leave, or absent
   (4) Names and titles of those attending the meeting as non-voting participants
   (5) Name of minute taker
   (6) Report items
   (7) Agenda items: for each proposal, the resolution method and outcome, and any objections or reservations expressed by any Committee member
   (8) Extraordinary motions: for each extraordinary motion, the name of the proposer, the resolution method, the outcome, and a summary of the comments and any objections or reservations expressed by Committee members, experts, and other persons
   (9) Other matters required to be recorded

Regarding resolutions that are passed by the Committee, if a member has an objection or reservation included on the record or in writing, in addition to being stated in the minutes, it shall be published on the information-reporting website designated by the competent authority within two days as of the date of occurrence.

The attendance book constitutes a part of the meeting minutes.

The meeting minutes shall be signed or sealed by the meeting chairperson and the minute taker, and a copy shall be distributed to each Committee member within 20 days of the meeting. The minutes shall also be reported to the Board of Directors and shall be deemed important Company records and preserved for five years.

In the event that litigation involving a matter concerning the Committee is initiated before the preservation period mentioned in the preceding paragraph expires, the minutes shall be preserved until the conclusion of the litigation.

The minutes may be recorded and distributed in electronic form.

For any Committee meeting participated in via videoconferencing, the audio and

video recordings thereof shall also constitute a part of the meeting minutes.

Article 6

1. The Committee may resolve to retain the services of lawyers, accountants, or other professionals to conduct a review of or provide consultation on the exercise of the Committee's powers. The expenses arising therefrom shall be borne by the Company.
2. The convener of the Committee and its other members may delegate the performance of tasks relating to resolutions adopted by the Committee. Written progress reports are to be presented to the Committee during the implementation period. When necessary, a matter shall be presented for ratification or a report made at the next Committee meeting.

Article 7

This Charter, and any amendments hereto, shall take effect after approval by the Board of Directors.