

Kindom Development Co., Ltd.

Remuneration Committee members and operation status :

I. The remuneration committee of the company was established on December 27, 2011, with 3 members.

II. Term of the current committee member : From June 10, 2019 to June 09, 2022.

The remuneration committee held 4 times meetings during 2021, and the membership qualifications and attendance are as follows :

Title	Name	Qualified conditions	Attendance in person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Convener (Independent Director)	Hung-Chin Huang	1、2、3	4	0	100	
Member (Independent Director)	Gwo-Fong Lin	1、3	4	0	100	
Member	Tung-Hsuan Wan	1、3	4	0	100	

Qualified conditions :

1. An instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the Company in a public or private junior college, college or university.
2. Currently serving as a judge, prosecutor, lawyer, accountant, or other professional practice or technician that must undergo national examinations and specialized license.
3. With work experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company.

III. The function of the remuneration committee of the company is to set and regularly review the performance evaluation standards, objectives and remuneration policies, systems, standards and structures of the company's directors and managers with the attention of good managers. It holds meetings at least twice a year. And may hold meetings at any time as needed to make recommendations to the board of directors for its decision-making reference.

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IV. The Implementation Status of the Remuneration Committee in 2021:

Remuneration committee	Content of motion and follow-up actions	Results of resolution	The Company's actions in response to the remuneration committee's opinions
The 6rd meeting of the 4th term March 25, 2021	<ol style="list-style-type: none"> 1. Amendment to the Company's Remuneration Committee Charter. 2. Proposal for the Chairman's performance bonus of 2020. 3. The chairman requested to reduce the percentage of the annual performance bonus payment in 2020, considering the future growth space of the Company. 4. Amendment to the Company's Annual Performance Bonus Payment Method. 5. The proposal of the Company's allocation and distribution plan for employee bonus and the remuneration of Directors for 2020. 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and Adopted by all directors present.
The 7rd meeting of the 4th term August 5, 2021	<ol style="list-style-type: none"> 1. Organizational adjustment of the company. 2. The company's "Business Sales Performance Bonus Issuance Measures" Amendment Proposal. 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 8rd meeting of the 4th term October 28, 2021	<ol style="list-style-type: none"> 1. Posthumous recognition of the appointment of the company's manager and chairman's office project assistant. 2. Amendment to the Performance Appraisal Measures of the Board of Directors of the Company. 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.
The 9rd meeting of the 4th term December 24, 2021	<ol style="list-style-type: none"> 1. The Company's Annual Employee Remuneration Payment Method issued the manager's annual employee remuneration case. 2. The Company's associate level (inclusive) a total of 15 people above the meal allowance adjustment case. 3. The promotion and salary increase for manager salary case. 	All the committee members present unanimously approved the proposal.	Submitted to the Board of Directors and adopted by all directors present.