

薪資報酬委員會

本公司之薪資報酬委員會委員計3人，本屆委員任期：2019年6月27日至2022年6月26日，任期三年。此委員會主要是檢視公司的董事與經理人之績效、員工獎酬相關的訂定與執行情形。

本公司薪資報酬委員會成員專業資格與經驗如下：

職稱	姓名	專業資格與經驗
獨立董事	鄭貝川	獨立董事鄭貝川為馬來西亞國籍。鄭獨董擁有英國倫敦大學法律榮譽學士學位，係一名在職律師，並為 Tay Puay Chuan & Co. 律師樓創辦人。
獨立董事	溫立璋	獨立董事溫立璋為馬來西亞籍，係馬來西亞 MIA 會計師協會會員，亦為 Oun & Partners 會計師事務所之創辦合夥人。
獨立董事	廖偉全	獨立董事廖偉全為台灣籍，曾有在金融業界逾十年之工作經驗，經檢視工作經歷內容相符。

最近年度(2020年度)及2021年度截至5月31日止，薪資報酬委員會共計開會5次，委員資格及出席情形如下：

職稱	姓名	實際列席次數	委託出席次數	實際出席率(%)	備註
召集人	鄭貝川	5	0	100%	2019.06.27 連任
委員	溫立璋	5	0	100%	2019.06.27 連任
委員	廖偉全	4	0	80%	2019.06.27 連任

薪資報酬委員會之決議內容與結果：

開會日期	重要決議事項	獨立董事意見
2020/02/13	1 通過 2019 年 9 月至 12 月之董事、經理人績效獎金	無意見
2020/03/20	1 通過 2019 年度員工及董事酬勞分派案	無意見
2020/08/12	1 通過 2020 年度 5 月 - 8 月董事、經理人績效獎金(預估數)	無意見
2020/11/11	1 擬通過 2020 年度 9 月-12 月董事、經理人績效獎金(預估數)及升等案	無意見
2021/03/22	1 通過 2020 年度員工及董事酬勞分派案	無意見

Remuneration Committee

The term of the committee is three years from 27 June 2019 until 26 June 2022.

Details of the professional qualifications and experience of the Remuneration Committee are:

Title	Name	Professional qualifications and experience
Independent Director	Tay Puay Chuan	Independent Director Mr. Tay Puay Chuan is a Malaysian. He holds a Bachelor of Laws (Honours) degree from the University of London, UK. He is a Founder of Tay Puay Chuan & Co.
Independent Director	Oun Lek Wee	Oun Lek Wee is a Malaysian, a member of the Malaysian MIA Institute of Accountants, and a founding partner of Oun & Partners.
Independent Director	Liao Wei Chuan	Liao Wei Chuan is a Taiwanese and has more than ten years of work experience in the financial industry. After inspection, the content of the work experience is consistent.

The remuneration committee meeting 5 times in 2020 and as of 31 May 2021. Details of the attendance of the Remuneration Committee are:

Title	Name	Number of Actual Attendance	Number of Delegate Attendance	Rate of Actual Attendance (%)	Note
Independent Director	Tay Puay Chuan	5	0	100%	–
Independent Director	Oun Lek Wee	5	0	100%	–
Independent Director	Liao Wei Chuan	4	0	80%	–

The important resolutions of the Remuneration Committee:

The Date of meeting	The Important Resolutions		The Date of meeting
2020/02/13	1	Performance assessments and rewards of Directors and managerial officers for period Sep-Dec 2019.	No Opinion
2020/03/20	1	To adopt the Distribution of 2019 Employee and Director remuneration	No Opinion
2020/08/12	1	Performance assessments and rewards of Directors and managerial officers for the year 2020 May - August.	No Opinion

2020/11/11	1	Performance assessments and rewards of Directors and managerial officers for the year 2020 September – December.	No Opinion
2021/03/22	1	To adopt the Distribution of 2020 Employee and Director remuneration.	No Opinion