

Information on the Operations of the Remuneration Committee

The Compensation Committee of the company is composed of all independent directors, and it holds at least two meetings per year, with additional meetings being convened as needed. After the general election of the Board of Directors on May 30, 2023, the original Compensation Committee is now composed entirely of independent directors. In the year 2023, the Compensation Committee held 2 meetings, and the attendance of the independent directors is as follows:

▪2023 Remuneration Committee_Attendance Schedule of Independent Directors

Title	Name	1st	2nd
		2023/3/6	2023/12/13
Independent Director	Chia-Chi Kuo	●	●
Independent Director	Yi-Min Lin	●	●
Independent Director	Cheng-Shong Hong	●	●

Note:●: Inperson attendance ◎:Video attendance
○: Delegate attendance △:Non-attendance

(2023.01.01~2023.12.31)

Title	Name	Actual Attendance	Delegate Attendance	Actual Attendance Rate (%)
Independent Director	Yi-Min Lin (Convener)	2	0	100%
Independent Director	Chia-Chi Kuo	2	0	100%
Independent Director	Cheng-Shong Hong	2	0	100%

Composition, Responsibilities and Operations of the Remuneration Committee

1. Information on members of the Remuneration Committee

March 22, 2024

Criteria Title Name		Professional qualifications and experience	Independence situation	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director (Convener)	Yi-Min Lin	The Remuneration Committee of the Company consists of 3 independent directors in total. For the professional qualifications and experience of the members, please refer to "II(I), Information of Directors (1)" (pages 15-20) in this Annual Report.)	All Remuneration Committee members meet the following criteria: 1. Meeting the requirements defined in Article 14-6 of the Securities and Exchange Act and the "Regulations Governing the Establishment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter" (Note) issued by the Financial Supervisory Commission 2. Independent Director (or nominee arrangement) as well as his/her spouse and minor children do not hold any FBT shares 3. Received no compensation or benefits for providing commercial, legal, financial, accounting services or consultation to the Company or to any its affiliates within the preceding two years, and the service provided is either an "audit service" or a "non-audit service"	None
Independent Director	Chia-Chi Kuo			1
Independent Director	Cheng-Shong Hong			None

Note: Please tick the corresponding boxes that apply to a member during the two years prior to being elected or during the term(s) of office.

- (1). Not an employee of the company or any of its affiliates.
- (2). Not a director or supervisor of the company or any of its affiliates. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- (3). Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.

- (4). Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
- (5). Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- (6). If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- (7). If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
- (8). Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the public company.
- (9). Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.

2. Attendance of Members at Remuneration Committee Meetings

(1). The Remuneration Committee comprises 3 members.

(2). Duration of service: from May 30, 2023, until May 29, 2026. The Remuneration Committee held 2 meetings (A) in 2023; details of members' attendance are as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【 B / A 】	Remarks
Convener	Yi-Min Lin	2	0	100%	5/30/2023 Re-election To take office as the convener.
Committee Member	Chia-Chi Kuo	2	0	100%	5/30/2023 Re-election
Committee Member	Cheng-Shong Hong	2	0	100%	5/30/2023 Re-election

Other information required:

1. In the event the Remuneration Committee's proposal is rejected or amended in a board of directors meeting, please describe the date and session of the meeting, details of the motion, the board's resolution, and how the Company handled the Remuneration Committee's opinions (describe the differences and reasons, if any, should the board of directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): Resolutions made by the Remuneration Committee in 2023 exhibited none of the above.
2. Should any committee member object or express reservations to the resolution made by the Remuneration Committee, whether on-record or in writing, please describe the date and session of the meeting, details of the motion, the opinions of all members, and how their opinions were addressed: Resolutions made by the Remuneration Committee in 2023 exhibited none of the above.

3. Progress

Remuneration Committee meeting date	Motion No	Motion details	Resolution	The Company's response to the Remuneration Committee's opinions	Board resolution
1st meeting March 6, 2023	Motion 1	Review of the allocation and payment of the 2022 director/supervisor/employee remuneration.	Passed as proposed without objection from attending members when inquired by the chair; to be presented to the board of directors for acknowledgment and reported during the shareholders' meeting.	No opinion expressed	Passed as proposed without objection from attending directors when inquired by the chair. Director remuneration was paid on March 27, 2023.
	Motion 2	Review of the salary adjustment of the Company's managers and the salary of the new Corporate Governance Officer.	Passed as proposed without objection from attending members when inquired by the chair	No opinion expressed	Passed as proposed without objection from attending members when inquired by the chair

Remuneration Committee meeting date	Motion No	Motion details	Resolution	The Company's response to the Remuneration Committee's opinions	Board resolution
2st meeting December 13, 2023	Motion 1	Review of 2023 year-end bonus and special bonus payment.	Passed as proposed without objection from attending members when inquired by the chair; to be presented to the board of directors for acknowledgment.	No opinion expressed	Completed the issuance of internal documents on February 7, 2024.
	Motion 2	Review of the allocation and payment of the 2023 director/supervisor/employee remuneration.	Passed as proposed without objection from attending members when inquired by the chair; to be presented to the board of directors for acknowledgment.	No opinion expressed	Passed as proposed without objection from attending members when inquired by the chair Employee remuneration: before February 7, 2024 Remuneration to directors: before March 31, 2024.
	Motion 3	Review of the projected allocation percentage for the 2024 director remuneration and employee remuneration.	Passed as proposed without objection from attending members when inquired by the chair; to be presented to the board of directors for acknowledgment.	No opinion expressed	Passed as proposed without objection from attending members when inquired by the chair. Effective on January 1, 2024 with the consent of the Board of Directors.
	Motion 4	Discussion on the amendment of the "Board of Directors Performance Evaluation Method" of our company.	Passed as proposed without objection from attending members when inquired by the chair; to be presented to the board of directors for acknowledgment.	No opinion expressed	Passed as proposed without objection from attending members when inquired by the chair.

Sustainable development implementation status:

FBT conducts all business activities with sustainability and integrity in mind. The organization upholds “talent development, teamwork, customer satisfaction, and social engagement” as its foundational philosophy, and respects “customer satisfaction, service integrity, pro-active accountability, professional innovation, and inclusive growth” as its core values, for which it won the Sustainable Excellence Award from the Industrial Development Bureau in 2006. Following the recent adoption of a strategic roadmap and balanced scorecard combined with the introduction of environmental, safety, health, quality, personal data, and energy management systems as well as improvement campaigns such as TPM and TPS, the Company aims to raise the returns for shareholders, maximize the satisfaction of customers, bring precision into current processes, promote employees’ identification with core values, and share business success with society.

FBT has published CSR reports regularly in July to August each year between 2016 and 2021. Its 2022 sustainability report has been validated to conform with AA1000 AS:2008/2018 Assurance Standard Type 1 and GRI G4 or GRI core requirements. Starting from 111, disclosure of SASB indicators for automotive parts was added, along with the publication of TCFD reports.

1. Sustainable development policy

Being a member of the global automobile supply chain, FBT strives to “Serve the world with pride” and therefore engages in all business activities with sustainability and integrity in mind. By maintaining productive interaction with employees, shareholders, customers, suppliers, and the local community, the Company aims to share sustainability values with stakeholders continuously into the future.

Implementation guidelines for sustainable development

In terms of corporate governance, the Company not only places great emphasis on sustainability, profit performance, and growth, but is also dedicated to optimizing production procedures and developing new products/technologies as means to increase customer satisfaction. This initiative is applied consistently throughout the supply chain, for we invite supply chain partners to observe the same regulations, discipline, and environmental protection standards as we do. With respect to environmental sustainability, we persistently promote energy and waste reduction and enforce greenhouse gas reduction among other environmental protection measures, thereby fulfilling our duty to planet Earth. As for social care, we direct significant attention to strengthening employment relations and unity, planning career roadmaps and suitable training programs, promoting workers’ health, ensuring the safety and health of the work environment, and engaging in various activities that give back to the society.