

Remuneration Committee

In accordance with Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange enacted and announced by Financial Supervisory Commission on March 18, 2011, the Board of Directors approved to adjust and establish Remuneration Committee on August 31, 2011, and convened the first meeting on September 1, 2011.

The duties of Remuneration Committee's shall include (1) prescribing and periodically reviewing the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers and (2) periodically evaluating and prescribing the remuneration of directors, supervisors, and managerial officers.

When performing the official powers of the preceding paragraph, the remuneration committee shall follow the principles listed below:

1. With respect to the performance assessment and remuneration of directors, supervisors and managerial personnel of the company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.
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 tolerate.
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 management and the time for payment of the variable part of remuneration.
4. It shall comply with all applicable regulation.

Remuneration Committee Meeting Status

1. The Company's remuneration committee consists of three members.
2. From January 1st, 2023, until June 5th, 2023, the remuneration committee had two meetings. The members' qualifications and attendance status are as follows:

Title	Name	Expected Attendance	Attendance in person	By Proxy	Attendance Rate (%)
Chairman	Ji-Ren Lee	2	2	0	100%
Member	Charles Hsu	2	1	1	50%
Member	Yuri Kure	1	1	0	100%

From June 6th, 2023, until December 31st, 2023, the remuneration committee had three meetings. The members' qualifications and attendance status are as follows:

Title	Name	Expected Attendance	Attendance in person	By Proxy	Attendance Rate (%)
Chairman	Pan-Chyr Yang	3	3	0	100%
Member	Charles Hsu	3	3	0	100%
Member	Mei-Yueh Ho	3	3	0	100%

Meeting Date, Content of Motion and Result

Meeting Date (Session)	Content of Motion	Matters which was not approved by Remuneration Committee but was approved by two thirds or more of all directors
2023.03.16 First 2023 Remuneration Committee Meeting	2022 Profit Sharing Bonus for Employees and Directors	None
	2023 Annual Compensation Proposal of Corporate Officers	None
	Decision of Remuneration Committee: All members of Remuneration Committee approved the above proposals.	
	Handling of the Remuneration Committee's Opinion by the Company: All directors attended the board meeting unanimously agreed to pass the proposal and opinions submitted by the Remuneration Committee.	
2023.05.04 Second 2023 Remuneration Committee Meeting	Proposal of 2022 Profit Sharing Bonus Budget Allocation	None
	Corporate Officer Personnel Changes	None
	Decision of Remuneration Committee: All members of Remuneration Committee approved the above proposals.	
	Handling of the Remuneration Committee's Opinion by the Company: All directors attended the board meeting unanimously agreed to pass the proposal and opinions submitted by the Remuneration Committee.	
2023.08.03 Third 2023 Remuneration Committee Meeting	Remuneration for Directors for 2023	None
	Decision of Remuneration Committee: All members of Remuneration Committee approved the above proposals.	
	Handling of the Remuneration Committee's Opinion by the Company: All directors attended the board meeting unanimously agreed to pass the proposal and opinions submitted by the Remuneration Committee.	
2023.11.03 Fourth 2023 Remuneration	Proposal of 2024 MBO Bonus for Corporate Officers	None
	Proposal of 2024 Acer Group Global Merit Increase	None
	Proposal of 2024 Long-Term Incentive Program	None

Committee Meeting	Corporate Officer Personnel Changes	None
	Decision of Remuneration Committee: All members of Remuneration Committee approved the above proposals.	
	Handling of the Remuneration Committee's Opinion by the Company: All directors attended the board meeting unanimously agreed to pass the proposal and opinions submitted by the Remuneration Committee.	
2023.12.26	Proposal of 2024 Acer Taiwan Meal Allowance Adjustment	None
Fifth 2023	Decision of Remuneration Committee: All members of Remuneration Committee approved the above proposals.	
Remuneration Committee Meeting	Handling of the Remuneration Committee's Opinion by the Company: All directors attended the board meeting unanimously agreed to pass the proposal and opinions submitted by the Remuneration Committee.	