

Radium Life Tech. Co., Ltd.

Remuneration Committee Charter

Article 1. Purpose and Basis

In order to strengthen corporate governance and to improve the remuneration system of the Company's directors and managers, the Remuneration Committee () is hereby set in accordance with Article 14-6 of the "Securities and Exchange Act" and Article 3 of "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" (hereinafter referred to as "Regulations Governing the Powers of the Remuneration Committee"), with the Organization Regulations of this Committee (hereinafter referred to as "the Organization Regulations") set out for the purpose of compliance.

Article 2. Scope of Application

The composition, number and term of office of the members of this Committee, their powers and duties, the rules of procedure and the resources to be provided by the Company in the exercise of their powers and duties shall be in accordance with the provisions of these Organization Regulations, unless otherwise provided by law or the Articles of Association.

Article 3. Issue of public notices for inspection

The Company shall place these Organization Regulations on the Market Observation Post System for inspection.

Article 4. Functions of the Committee

The function of this Committee is to evaluate, from a professional and objective point of view, the remuneration policies and systems of the directors and managers of the Company and to make recommendations to the Board for its reference in making decisions.

Article 5. Composition of the Committee

- 一、 The number of members of this Committee shall be three and shall be appointed by resolution of the Board. A majority of the members shall be independent directors and all members shall elect an independent director to be the convener and chairman of the meeting.
- 二、 The professional qualifications and independence of the members of this

Committee shall comply with the provisions of Articles 5 and 6 of the Regulations Governing the Powers of the Remuneration Committee.

Article 6. Term of office of the Committee and by-elections

- 一、 The term of office of the members of this Committee shall be the same as that of the members of the Board appointed for that purpose.
- 二、 If for any reason the number of members of this Committee is less than three, a board meeting shall be convened within three months from the date of occurrence to make a replacement appointment.
- 三、 Upon the appointment and change of the members of this Committee, the Company shall make an announcement on the information reporting website designated by the competent authority within two days from the date of occurrence.

Article 7. Scope of Powers and Duties

This Committee shall faithfully perform the following duties and responsibilities with the care of a good manager and shall submit its recommendations to the Board for discussion:

1. To establish and regularly review the policies, systems, standards and structures for the evaluation of the performance and remuneration of directors and managers of the Company.
2. To periodically assess the achievement of the performance targets of the directors and managers of the Company and to determine the remuneration of the former employees.

The remuneration referred to in the preceding paragraph shall include cash compensation, share options, participation in shares, retirement benefits or terminal payments, allowances and other incentives of a material nature. The scope of such remuneration shall be consistent with that of the remuneration of directors and managers as set out in the Guidelines Governing the Preparation of Annual Reports by Public Companies.

Article 8. Principles for the performance of its duties and responsibilities

In carrying out its duties and responsibilities under the preceding Article, this Committee shall act in accordance with the following principles:

1. The Committee must ensure that the remuneration arrangements of the Company are in accordance with the relevant legislation and are sufficient to attract high calibre personnel

2. The performance and remuneration of directors and managers shall be evaluated with reference to the usual level of remuneration in the industry, and the reasonableness of their performance in relation to the Company's operating performance and future risks, taking into account their responsibilities, the achievement of their personal objectives, the remuneration offered by the Company in recent years for equivalent positions, the achievement of the Company's short-term and long-term business objectives and the Company's financial position.
3. Directors and managers shall not be induced to engage in conduct that exceeds the Company's risk appetite in pursuit of remuneration.
4. The proportion of remuneration to be paid to directors and senior managers for short-term performance and the timing of payment of some variable remuneration shall be determined having regard to the characteristics of the industry and the nature of the Company's business.
5. The members of this Committee shall not be allowed to participate in the discussion and vote on their own personal remuneration decisions.

If the Board of Directors does not adopt or amend the recommendations of this Committee, the Board of Directors shall do so with the approval of at least two-thirds of all Directors present and a majority of the Directors present, and shall specify in the resolution whether or not the remuneration approved is superior to the recommendations of this Committee based on the foregoing considerations.

If the remuneration approved by the Board of Directors is superior to this Committee's proposal, the Board of Directors shall, in addition to stating the circumstances and reasons for the difference in the minutes of the Board of Directors' meeting, make an announcement on the information reporting website designated by the competent authority within two days from the date of approval by the Board of Directors.

If the remuneration of directors and managers of a subsidiary is subject to the approval of the Board of Directors of the Company in accordance with the decisions of the subsidiary's hierarchical responsibilities, it shall be proposed by this Committee before being submitted to the Board of Directors for discussion.

Article 9. Convening of Meetings

- 一、 This Committee shall meet at least twice a year and may meet as often as necessary.

- 二、 This Committee shall be convened with seven days' notice to the members of the Committee, specifying the reason for the convening, except in cases of emergency. Notice of a meeting may be given by electronic means.
- 三、 If the convenor of this Committee is absent from work or is unable to convene a meeting for any reason, he/she shall appoint another independent director of this Committee to act as his/her proxy; if there is no other independent director of this Committee, the convenor shall appoint another member of this Committee to act as his/her proxy; if the convenor does not appoint a proxy, the other members of this Committee shall elect one to act as his/her proxy.
- 四、 This Committee may invite directors, managers of relevant departments of the Company, internal auditors, accountants, legal advisers or other persons to attend its meetings and to provide such information as may be necessary. However, they shall leave the meeting during discussions and voting.

Article 10. Agenda and Rules of Procedure

- 一、 The agenda of this Committee meeting shall be set by the convenor and other members may also provide motions for discussion by the Committee. The agenda shall be made available to the members of the Committee in advance.
- 二、 A sign-in book shall be kept by the Company for the sign-in of members present at meetings of this Committee and shall be available for inspection.
- 三、 A member of this Committee shall attend the Committee in person or, if unable to attend in person, may appoint another member to attend by proxy; a member of this Committee who participates in a meeting by video conference shall be deemed to be present in person.
- 四、 When a member of this Committee appoints another member to act as his proxy, he shall on each occasion issue a letter of proxy setting out the scope of his authority to attend the meeting. However, each member may only be appointed by one person.
- 五、 A resolution made by this Committee shall require the approval of at least one-half of all members. A vote taken by the Chairman of the Committee shall be deemed to be carried if there is no dissenting voice, and shall be as valid as a poll. The result of the vote shall be reported on the spot and a record made of it.
- 六、 The Remuneration Committee shall state the remuneration of its members at the meeting at which the matter is to be discussed. Such member shall not participate in the discussion or vote if his or her interests are contrary to those of the Company, and shall recuse himself or herself

from the discussion or vote and shall not exercise his or her voting rights on behalf of other members of the Compensation Committee.

Article 11. Minutes of Meetings

A record of the proceedings of the Committee shall be kept, and the following matters shall be recorded in detail in the record.

- 一、 The session no., date, time and place of the meeting.
- 二、 The name of the Chairman.
- 三、 The attendance of members, including the names and numbers of those present, absent and excused.
- 四、 The names and titles of those present.
- 五、 The name of the recorder.
- 六、 Matters to be reported.
- 七、 Discussion items: the method and results of each motion, the names of the members whose remuneration is covered by the preceding article and the content of their remuneration, recusal, and the opposition or reservations of the members.
- 八、 Provisional motion: name of the proposer, method and result of the resolution, summary of speeches of members, experts and other personnel, name of the member whose remuneration is covered by the preceding article and the content of his or her remuneration, recusal, objection or reservation of the member.
- 九、 Other matters to be recorded.

If a member of this Committee has any objection or reservation to a resolution and has recorded or declared it in writing, he or she shall, in addition to stating it in the minutes of the meeting, report it in the information reporting website designated by the competent authority within two days of its occurrence.

The sign-in book of this Committee shall form part of the minutes; if a meeting is held by video conference, the video and audio materials shall also form part of the minutes.

The minutes shall be signed or sealed by the chairman of the meeting and the recorder and distributed to the members of this Committee within 20 days after the meeting, and shall be reported to the Board of Directors and included in the important records of the Company for 5 years. In the event of litigation concerning this Committee before the expiry of the retention period, it shall be retained until the termination of the litigation.

The minutes may be prepared and distributed by electronic means.

Article 12. Handling of resolutions at meetings

The convenor or other members of this Committee may be authorised to continue to act on matters resolved by this Committee, and to report in writing to the Committee during the execution of such resolutions. If necessary, a follow-up report shall be submitted to the Committee at the next meeting for ratification or reporting.

Article 13. Resources for the exercise of powers and functions

This Committee may, by resolution, appoint lawyers, accountants or other professionals to carry out such checks or provide such advice as may be necessary in connection with the exercise of its powers and functions at the expense of the Company.

Article 14. Enforcement

These the Organization Regulations shall come into operation upon their approval by the Board. The same shall apply to amendments.

Article 15 These Organization Regulations shall come into force upon the resolution of the Board of Directors on 13 October 2011.

These Organization Regulations shall be amended for the first time by a resolution of the Board of Directors on August 13, 2019.

These Organization Regulations shall be amended for the second time by a resolution of the Board of Directors on February 26, 2020.