

Shih Wei Navigation Co., Ltd.
Summary of the 2023 Remuneration Committee Meeting Minutes

Date	Agenda content and follow-up	Results of resolutions	The Company's handling of the opinions of the Remuneration Committee members.
2023.03.30	1. Deliberation of the proposed managers' 2022 annual performance bonus.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	2. According to the Company directors' and managers' salary and remuneration measures, it is proposed to discuss the proposal on the managers' 2023 annual dragon boat festival and mid-autumn festival bonus.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	3. Discussion of the proposed distribution of 2022 directors' and employee's remuneration.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	4. Deliberation of the proposed 2022 individual directors' and managers' annual remuneration.	The Chair passed the matter without objection from all members in attendance, except for members who need to avoid interests.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	5. Discussion of the proposed for distribution of 2022 directors' remuneration.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.

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2023.05.05	1. Deliberation of the allocation of the new shares issued for cash capital increase to the Company managers in 2023.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	2. Deliberation of the proposed performance bonuses awarded to managers.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
2023.08.10	1. Discussion for the proposal to revise the Company directors' and managers' salary and remuneration measures.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	2. Deliberation of the proposed salary adjustment of the Company's managers.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	3. Deliberation of the proposed salary adjustment of the Chairwoman.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
2023.12.19	1. Deliberation of the policies, systems, standards and structure of directors' and managers' performance evaluation and salary remuneration.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors

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	2. Deliberation of the proposed 2023 year-end bonus for the Chairwoman and managers.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	3. Discussion of the proposal for the salary adjustment for the Chairman and managers of the company, which includes an increase of NT\$3,000 per person in monthly meal allowance.	The Chair passed the matter without objection from any members in attendance.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.