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

			The Company's
Date			handling of the
		Results of	opinions of the
	Agenda content and follow-up	resolutions	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	The resolution was submitted to the Board of Directors and passed without objection by all
		in attendance.	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.
	 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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Date	Agenda content and follow-up		handling of the
		Results of	opinions of the
2		resolutions	Remuneration
			Committee
			members.
2023.05.05	1. Deliberation of the allocation of the new shares	The Chair	The resolution was
	issued for cash capital increase to the Company	passed the	submitted to the
	managers in 2023.	matter without	Board of Directors
		objection from	and passed without
		any members in attendance.	objection by all directors in
		in attenuance.	attendance.
-	2. Deliberation of the proposed performance bonuses	The Chair	The resolution was
	awarded to managers.	passed the	submitted to the
	C	matter without	Board of Directors
		objection from	and passed without
		any members	objection by all
		in attendance.	directors in
2022 00 10	1. Discussion for the proposal to revise the Company	The Chair	attendance. The resolution was
2023.08.10	directors' and managers' salary and remuneration	passed the	submitted to the
	measures.	matter without	Board of Directors
		objection from	and passed without
		any members	objection by all
		in attendance.	directors in
-			attendance.
	2. Deliberation of the proposed salary adjustment of the	The Chair	The resolution was submitted to the
	Company's managers.	passed the	Board of Directors
		objection from	and passed without
		any members	objection by all
		in attendance.	directors in
-			attendance.
	3. Deliberation of the proposed salary adjustment of the	The Chair	The resolution was
	Chairwoman.	passed the	submitted to the
		matter without	Board of Directors
		objection from any members	and passed without objection by all
		in attendance.	directors in
		attendunce.	attendance.
2023.12.19	1. Deliberation of the policies, systems, standards and	The Chair	The resolution was
	structure of directors' and managers' performance	passed the	submitted to the
	evaluation and salary remuneration.	matter without	Board of Directors
		objection from	and passed without
		any members	objection by all directors
		in attendance.	unectors

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.
		passed the matter without	in attendance. The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.
	which includes an increase of NT\$3,000 per person in monthly meal allowance.		The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.