

Shih Wei Navigation Co., Ltd.

Summary of the 2024 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.
2024.03.26	1. Discussion of the proposed bonuses for the Chairwoman and Managers for the 2024 Dragon Boat Festival and Mid-Autumn Festival.	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 for managers' 2023 annual performance appraisal and 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.
	3. Deliberation of the proposed for Chairwoman's 2023 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.
	4. Discussion of the proposal for the distribution of directors' remuneration for 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.
2024.12.24	1. Discussion on the proposed revision of 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. Request for deliberation of proposed 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

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			directors in attendance.
	3. Deliberation of the proposed 2024 year-end bonus for the Chairwoman and managers.	The Chair passed the resolution without objection from any members in attendance, amending the Chairwoman's year-end bonus distribution ratio to two months, while maintaining the original ratios for other managers.	The resolution was submitted to the Board of Directors and passed without objection by all directors in attendance.