

# Shih Wei Navigation Co., Ltd.

## Summary of the 2022 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.
2022.03.29	1. Discussion for the proposal 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. According to the Company directors' and managers' salary and remuneration measures, it is proposed to discuss the proposal on the managers' 2022 annual 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. Deliberation of the proposed managers' 2021 annual performance and appraisal 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. Deliberation of the proposed Chairwoman's 2022 annual festival bonus and 2021 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.
	5. Discussion of the proposed distribution of 2021 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.

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	6. Deliberation of the proposed 2021 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.
2022.06.30	1. 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.
	2. 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.
	3. Deliberation of the allocation of the new shares issued for cash capital increase to the Company managers in 2022.	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 issuance of incentive bonus to the managers who had third dose of COVID-19 vaccine.	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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2022.12.22	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 in attendance.
	2. Deliberation of the proposed 2022 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.