

Shih Wei Navigation Co., Ltd.
Summary of the 2025 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.
2025.03.25	1. Discussion of the proposal for the distribution of directors' remuneration for 2024.	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' 2024 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 2024 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 proposed bonuses for the Chairwoman and Managers for the 2025 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.