

Keding Enterprises Co., Ltd.

Important Resolutions of the Remuneration Committee

In 2024, a total of five (A) Remuneration Committee meetings were held; below are the attendance of members and their qualifications:

Job title	Name	No. of meetings attended in person (B)	No. of meetings attended by proxy	In-person attendance rate (%) (B/A)	Remark
Convener of the 4th term	Cheng, Chun-Jen	3	-	100%	Dismissed on June 25, 2024.
Convener of the 5th term	Cheng, Hung-Hui	5	-	100%	Re-elected on June 25, 2024
Committee member	Yang, Hao-Ming	5	-	100%	Re-elected on June 25, 2024
Committee member	Liu, Tin-Hsuan	4	1	80%	Re-elected on June 25, 2024
Committee member	Lo, Shu-Chen	2	-	100%	Take office on June 25, 2024

Date	No. of the term of the Remuneration Committee	Motion content	The opinions of all members and the company's response thereto
2024/01/23	11th meeting of the 4th term	Proposal to Manager Spring Festival Bonus Distribution of 2023. Proposal to distribute employee bonus to managers of the fourth quarter of 2023.	All members approved and passed the proposal
2024/03/12	11th meeting of the 4th term	The company's manager promotion and salary adjustment case The company's employee remuneration and directors' remuneration distribution plan for 2023	
2024/05/09	11th meeting of the 4th term	Proposal to distribute employee bonus and manager salary adjustment for the first quarter of 2024.	
2024/08/09	1st meeting of the 5th term	Proposal to distribute employee bonus to managers of the second quarter of 2024.	
2024/11/11	2nd meeting of the 5th term	Proposal to distribute employee bonus to managers of the third quarter of 2024. The company's first repurchase of treasury shares in 2020 and the fifth employee transfer case	