

## Kenda Rubber Industrial Co., Ltd. Resolutions of the 2023 Remuneration Committee

Meeting dates of the Remuneration Committee	Resolutions	Result of the resolutions	The Company's handling of the recommendation of the Remuneration Committee
2023.01.17 The 5th session The 5th meeting	<ol style="list-style-type: none"> <li>1. Report on matters resolved by the last Remuneration Committee meeting.</li> <li>2. The results of the performance evaluation of the Board &amp; Functional Committees.</li> <li>3. Discussion on the payment of the year-end bonus for the Company's directors and managerial officers who execute the business operations.</li> <li>4. Discussion on salary adjustments of the Company's directors and managerial officers who execute the business operations.</li> <li>5. Discussion on the promotion of Mr. Li, Tsung-Hsun to assistant vice president.</li> </ol>	RESOLVED by all members present.	On January 17, 2023, the Directors recused themselves from the resolution in relation to the motion and the other Directors who were present at the meeting approved the resolution.
2023.03.10 The 5th session The 6th meeting	<ol style="list-style-type: none"> <li>1. Report on matters resolved by the last Remuneration Committee meeting.</li> <li>2. Discuss the distribution of the remuneration to employees and directors of the Company for the year 2022.</li> <li>3. The proposal of the individual directors' remuneration.</li> <li>4. The distribution of remuneration to the managerial officers and directors of the Company who execute the business operations.</li> </ol>	RESOLVED by all members present.	On March 10, 2023, the Directors recused themselves from the resolution in relation to the motion and the other Directors who were present at the meeting approved the resolution.
2023.08.08 The 5th session The 7th meeting	<ol style="list-style-type: none"> <li>1. Report on matters resolved by the last Remuneration Committee meeting.</li> <li>2. The proposal of the corporate governance manager's remuneration.</li> <li>3. The proposal of transportation allowance adjustment to the board of directors.</li> <li>4. The proposal of salary adjustment to the managerial officers.</li> </ol>	RESOLVED by all members present.	On August 8, 2023, the Directors recused themselves from the resolution in relation to the motion and the other Directors who were present at the meeting approved the resolution.