

Kenda Rubber Industrial Co., Ltd. Resolutions of the 2025 Remuneration Committee

Meeting dates of the Remuneration Committee	Resolutions	Result of the resolutions	The Company's handling of the recommendation of the Remuneration Committee
2025.01.22 The 6th session The 2nd meeting	- Report on matters resolved by the last Remuneration Committee meeting. - The results of the performance evaluation of the Board & Functional Committees. - Discussion on the payment of the year-end bonus for the managerial officers and executive directors. - Discussion on salary adjustments of the managerial officers and executive directors. - Discussion on The Company's managerial promotions.	Discussion RESOLVED by all directors present.	On January 22, 2025, the Directors in relation to the motion recused themselves from the resolution and the other Directors present at the Board meeting approved the resolution.
2025.03.11 The 6th session The 3rd meeting	- Report on matters resolved by the last Remuneration Committee meeting. - Discuss the distribution of the remuneration to employees and directors of the Company for the year 2024. - The proposal of the individual directors' remuneration. - The distribution of remuneration to the managerial officers and executive directors. - Discussion on the change of the corporate governance officer.	Discussion RESOLVED by all directors present.	On March 11, 2025, the Directors in relation to the motion recused themselves from the resolution and the other Directors present at the Board meeting approved the resolution.