

Cosmo Electronics Corporation

2025 Compensation Committee

Excerpts of the motion

Compensation Committee			Other matters involving objections, expressed reservations, or major events raised by the Compensation Committee	All the Opinions of Compensation Committee	The Compensation Committee and the Company's Responses
Session	Date of Meeting	Contents of Motion			
0605	20250116	<ul style="list-style-type: none"> ● Review of the year-end bonus payments for managers and directors with employee status for fiscal of 2024. 	None	Approved by all committee members	Submitted to the 9th meeting of the 12th Board of Directors on January 16, 2025 for review and approved by all directors present.
0606	20250305	<ul style="list-style-type: none"> ● Discussion of the change in the Company's accounting officer and the related compensation. 	None	Approved by all committee members	Submitted to the 11th meeting of the 12th Board of Directors on March 5, 2025 for review and approved by all directors present.
0607	20250328	<ul style="list-style-type: none"> ● Discussion of the allocation of directors' and supervisors' remuneration and managers' /employees' remuneration for the Company's fiscal of 2024. ● Discussion of salary adjustments for senior executives at grade two positions. 	None	Approved by all committee members	Submitted to the 13th meeting of the 12th Board of Directors on March 28, 2025 for review and approved by all directors present.
0608	20250708	<ul style="list-style-type: none"> ● Discussion of the change in the Company's accounting officer and the related compensation. 	None	Approved by all committee members	Submitted to the 20th meeting of the 12th Board of Directors on July 8, 2025 for review and approved by all directors present.

0609	20250814	<ul style="list-style-type: none"> ● Discussion of the proposed salary adjustments for the General Manager and the Chief Financial Officer, as well as the appointment compensation for senior executives at grade two positions. 	None	Approved by all committee members	Submitted to the 21th meeting of the 12th Board of Directors on August 14, 2025 for review and approved by all directors present.
0610	20250925	<ul style="list-style-type: none"> ● Discussion and ratification of the remuneration for Directors Liao Po-Ya and Chou Kuang-Yu. ● Report on the change of the Company' s corporate governance officer and the related compensation. ● Report on the change of the Company' s accounting officer and the related compensation. 	None	Approved by all committee members	Submitted to the 23th meeting of the 12th Board of Directors on September 25, 2025 for review and approved by all directors present.