

# GEM TERMINAL INDUSTRY CO.,LTD

## 11ST 8th Board of Director resolutions

| Date<br>Resolution Unit.                | Cause Of Action  | Resolution Result  | Matters listed in Article 14-3 of the Securities and Exchange Act. | Independent directors holding opposing or reservation opinions | Company's handling of independent directors' opinions |
|---|--|--|--|--|---|
| August 10, 2022<br>11st 8 <sup>th</sup> | 1.The consolidated financial report for the second quarter of 2022 of our company has been completed and is submitted for discussion   | The case was approved by the vote according to the original proposal |  | none   | none  |
|   | 2.The proposal of promoting Senior Associate Manager Chou, Chin-Hsiu of the Management Department to Deputy General Manager and adjust the monthly salary structure and payment amount accordingly and is submitted for discussion.        | The case was approved by the vote according to the original proposal |  | none   | none  |
|   | 3.It is proposed to promote Manager Tsai, Ming-Che of the Business Department to Deputy General Manager of the Business Department and adjust the monthly salary structure and payment amount accordingly and is submitted for discussion. | The case was approved by the vote according to the original proposal | v  | none   | none  |
|   | 4.The compensation for the newly appointed Deputy General Manager Tsai, Ming-Che of the subsidiary, Suzhou GEM Optoelectronic Terminal Co., Ltd., and is submitted for discussion.   | The case was approved by the vote according to the original proposal |  | none   | none  |

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|                              | 5. The proposal of promoting Vice Manager Wang, Ying-Ying of the Management Department to Manager of the Management Department and adjust the monthly salary structure and payment amount accordingly and is submitted for discussion | The case was approved by the vote according to the original proposal  |  | none   | none  |
|                              | 6. The distribution of employee remuneration for Vice Chairman and Legal Representative Director Su, Chung-Hong and Su, Hsing-Hsien of the company and is submitted for discussion.   | Except for Vice Chairman Su, Chung-Hong, who was involved in a conflict of interest and thus recused himself according to the law, the proposal was passed as per the original draft.   | v  | none   | none  |
|                              | 7. The distribution of employee remuneration for the company's General Manager, Deputy General Managers, and Managers is submitted for discussion.  | The proposal discusses adjusting remuneration for the company's General Manager, Deputy General Managers, and Managers, Accounting Manager Chen, Li-Yi who involved in a conflict of interest has recused from the meeting according to the law. The case was approved by the vote according to the original proposal |  | none   | none  |
|                              | 8. The distribution of remuneration for the directors and supervisors of our company is submitted for discussion.   | The case was approved by the vote according to the original proposal  |  | none   | none  |

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|                          | 9. The cash dividend distribution for 2022 of our company is proposed, with September 2, 2022 designated as the ex-dividend date and is submitted for resolution.   | The case was approved by the vote according to the original proposal |  | none   | none  |
|                          | 10. The company proposes to provide a loan to the subsidiary, Vietnam GEM Electronics and Metal Co., Ltd., with a financing amount of USD 3 million (or equivalent in foreign currency) and submitted for resolution. | The case was approved by the vote according to the original proposal | v  | none   | none  |
|                          | 11. The proposal to apply for financing quotas from banks is submitted for resolution.  | The case was approved by the vote according to the original proposal |  | none   | none  |