# Compensation Committee

Nov. 13, 2026

The Compensation Committee is appointed by the Board to review, administer, and evaluate the compensation philosophy, policies and plans for directors and executives. The Committee will meet no fewer than twice a year to determine and make recommendations to the Board. The Committee shall consist of three members and one of the members shall serve as convener. The term of the Committee members shall be the same as the Board of Directors who appointed them.

Chinese Maritime Transport Ltd. established the Compensation Committee since December 15, 2011.
The sixth term (May 2025~ May 2028) of committee members is Mr. Donald Kuo-Liang Chao、Ms. Angela Jen-Yin Moh and Mr. Chen-Cheng Chang.

1. Official powers of the Compensation Committee:

   (1) Prescribe and periodically review the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers.
   (2) Periodically evaluate and prescribe the remuneration of directors, supervisors and managerial officers.

2. When performing the official powers, the Compensation Committee shall follow the principles listed below:

   (1) With respect to the performance assessment and remuneration of directors, supervisors and managerial personnel of the company, it shall refer to the typical pay levels adopted by peer companies, and take into consideration the reasonableness of the correlation between remuneration and individual performance, the company's business performance, and future risk exposure.
   (2) It shall not produce an incentive for the directors or managerial officers to engage in activity to pursue remuneration exceeding the risks that the company may tolerate.
   (3) It shall take into consideration characteristics of the industry and the nature of the company's business when determining the ratio of bonus payout based on the short-term performance of its directors and senior management and the time for payment of the variable part of remuneration.

3. Sixth-Term Committee Members' Professional Qualifications and Experience

| Position | Name | Independent Director | Professional Qualifications and Experience |
|---|---|---|---|
| Convener | Donald Kuo-Liang Chao | V | Master's in shipping and shipbuilding management from MIT. Previously served as chair of the CR Classification Society; chair and president of China Steel Express Corp.; and president of SCIT Trading Ltd. (Hong Kong). Possesses extensive management experience in the shipping industry. |
| Committee Member | Angela Jen-Yin Moh | V | Master of Business Administration from MIT. Previously served as managing director, director of Taiwan Equity Research, associate director of Greater China Equity Research of Morgan Stanley Asia Limited Hong Kong. Possesses extensive experience in financial and business management. |
| Committee Member | Chen-Cheng Chang | | Bachelor in Department of Economics in Chinese Culture University. Previously served as assistant vice president at OOCL (Taiwan) Co., Ltd. finance department. Area of expertise is financial management. |

4. Sixth-Term Compensation Committee Meeting Status (As of the date of update)

| Position | Name | Attendance in Person | Attendance By Proxy | Attendance Rate (%) | Remarks |
|---|---|---|---|---|---|
| Convener | Donald Kuo-Liang Chao | 3 | - | 100 | Independent Director |
| Committee Member | Angela Jen-Yin Moh | 3 | - | 100 | Independent Director |
| Committee Member | Chen-Cheng Chang | 3 | - | 100 | |

5. Compensation Committee Performance Evaluations:

(1) Evaluation Cycle: Annual
(2) Evaluation Period: Jan. 1, 2025 to Dec. 31, 2025
(3) Evaluation Method: evaluation questionnaire Corporate Governance Officer based on the operation of each committee during the evaluation period
(4) Evaluation Criteria: composition of the committee and awareness of responsibilities, level of participation in company operations, quality of functional committee decisions, and internal controls
(5) Evaluation Results: The evaluation result of functional committee operation in 2025 averaged 4.91 out of 5, and the Compensation Committee was deemed to be operating effectively with a score of 4.93 out of 5. These results had been submitted to the board on March 12, 2026.