

AIR ASIA Company Limited

2022 Important Resolutions of the Remuneration Committee

Date/Period	Content of the proposal	Resolution results	The Company handles the comments of the Remuneration Committee
The 4 th Remuneration Committee meeting of the 3 rd Session on Aug. 1, 2022	2023 working plan of the Remuneration Committee	The proposal as proposed was unanimously approved by the all attending members	The 7 th Board of Directors' Meeting of the 9 th Session on Aug. 2, 2022. Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors. According to the resolution, the Company has implemented the 2023 work plan
The 5 th Remuneration Committee meeting of the 3 rd Session on Dec. 16, 2022	1. The case of incentive bonuses for the President and Vice President in the Air Force Second Logistics Command Military Factory Delegating Private Operation Project	After discussion by all the members present, it was unanimously agreed that the resolution is as follows: (1) It is suggested to adjust the incentive bonus of Vice President Jen-Chun Tsui to NT\$100,000 (2) The incentive bonuses for President and Vice President of Kao-En Chao were approved as required	The 10 th Board of Directors' Meeting of the 9 th Session on Dec. 20, 2022. Chairman Lu, Tian-Lin recused due to benefit conflict, and Director Mr. Chen, Chin-Ming was designated as the deputy chairperson; Resolution of Board of Directors: This case was discussed by all the directors present, and it was unanimously agreed to be passed in accordance with the recommendation of the Remuneration Committee. According to the resolution, the Company has completed the distribution on Jan. 5, 2023
	2. The proposal of company's 2022 year-end bonus of Chairman and managers	When the Chairman and manager's year-end bonuses were discussed sequentially up to Director of Huang, Chun-Shien, the parties concerned avoided the meeting due to interests; after the discussion of the case by all the attending committee members, the unanimous resolution was as follows:	The 10 th Board of Directors' Meeting of the 9 th Session on Dec. 20, 2022. Chairman Lu, Tian-Lin and Director of Chairman Office Huang, Chun-Shien recused due to benefit conflict, and Director Mr. Chen, Chin-Ming was designated as the deputy chairperson; Resolution of Board of Directors: This case was discussed by all the directors present, and it was unanimously agreed to be passed in accordance with the recommendation of the Remuneration Committee. According to the resolution, the Company has completed the distribution on Jan. 13, 2023

Date/Period	Content of the proposal	Resolution results	The Company handles the comments of the Remuneration Committee
		<p>(1) It is suggested to adjust the number of months of year-end bonus for Vice President Jen-Chun Tsui to 2.4 months, and the amount of year-end bonus to NT\$282,240</p> <p>(2) The year-end bonuses for the Chairman and other managers were passed as required</p>	