

AIR ASIA Company Limited

2025 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 4 th Session on Feb. 24, 2025	(There are no items for discussion at this meeting)	None	None
The 5 th Remuneration Committee meeting of the 4 th Session on Aug. 6, 2025	2026 working plan of the Remuneration Committee	The proposal as proposed was unanimously approved by the all attending members	The 9 th Board of Directors' Meeting of the 10 th Session on Aug. 7, 2025. 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 2026 work plan
The 6 th Remuneration Committee meeting of the 4 th Session on Nov. 10, 2025	1. Amendment to the " Rules for Board of Directors Performance Assessments"	The proposal as proposed was unanimously approved by the all attending members	The 10 th Board of Directors' Meeting of the 10 th Session on Nov. 10, 2025. Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Director. According to the resolution, the Company has made corrections
	2. The case of incentive bonuses for the Managers in the Army Utility Helicopter Inspection and Maintenance Project	The proposal as proposed was unanimously approved by the all attending members	The 10 th Board of Directors' Meeting of the 10 th Session on Nov. 10, 2025. Chairman Li, Wei-Hsien and Vice President of Finance Kuo, Ssu-Tsen recused due to benefit conflict, and Director Lu, I-Hsuan was designated as the deputy chairperson; Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Director. According to the resolution, the Company has completed the payment of salary for Nov. 2025

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	3. Amendment to the "Remuneration Management Measures for Directors and Managers"	The proposal as proposed was unanimously approved by the all attending members	The 10 th Board of Directors' Meeting of the 10 th Session on Nov. 10, 2025. Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Director. According to the resolution, the Company has made corrections
The 7 th Remuneration Committee meeting of the 4 th Session on Dec. 17, 2025	1. Amendment to the "Remuneration Management Measures for Directors and Managers"	The proposal as proposed was unanimously approved by the all attending members	The 11 th Board of Directors' Meeting of the 10 th Session on Dec. 10, 2025. Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Directors. According to the resolution, the Company has made corrections
	2. Discussion proposal on salary increase for Chairman and Managers	Director of Legal Affairs Office Liu, Shu-Chun recused due to benefit conflict; The proposal as proposed was unanimously approved by the all attending members	The 11 th Board of Directors' Meeting of the 10 th Session on Dec. 18, 2025. Chairman Li, Wei-Hsien and Director of Legal Affairs Office Liu, Shu-Chun recused due to benefit conflict, and Director Lu, I-Hsuan was designated as the deputy chairperson; Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Directors. According to the resolution, the Company will adjust the remuneration of the Chairman and Managers on Mar. 1, 2026.
	3. The proposal of company's 2025 year-end bonus of Chairman and Managers	Director of Legal Affairs Office Liu, Shu-Chun recused due to benefit conflict; The proposal as proposed was unanimously approved by the all attending members	The 11 th Board of Directors' Meeting of the 10 th Session on Dec. 18, 2025. Chairman Li, Wei-Hsien and Director of Legal Affairs Office Liu, Shu-Chun recused due to benefit conflict, and Director Lu, I-Hsuan was designated as the deputy chairperson; Resolution of Board of Directors: the proposal as proposed was unanimously approved by all attending Directors and substitute Directors. According to the resolution, the Company will complete the distribution on Jan. 30, 2026