Eternal Precision Mechanics Co., Ltd.
2025 Operation of the Remuneration Committee

In 2025, the Remuneration Committee held a total of 4 meetings:

Annual focus of the Remuneration Committee was the review of the following matters: Regular assessment and determination of remuneration of directors and managers, appointment of the Chief Information Security Officer and Chief Corporate Governance Officer, additions and amendments to regulation management procedures, and managers eligible for stock subscription rights in the pre-IPO cash capital increase, among other important matters.

Summary of Meeting Proposals and Resolutions:

1. The dates, session numbers, content of proposals, resolutions of the Remuneration Committee, and the Company's handling of the Committee's opinions for annual meetings of the Remuneration Committee are as follows:

Term of the Remuneration Committee	Date of Remuneration Committee Meeting	Content of Proposals	Resolution	Company's Handling of Remuneration Committee Opinions
2nd Term, 1st Session	2025.03.12	1. 2024 distribution of employees' compensation and Directors' remuneration. 2. Appointment of the Chief Information Security Officer and Chief Corporate Governance Officer. 3. Amendments to the "Remuneration Committee Charter."	All passed as proposed	Approved by Board resolution
2nd Term, 2nd Session	2025.05.07	1. Amendments to the "Employee Compensation Distribution Guidelines." 2. Distribution of 2024 manager compensation.	All passed as proposed	Approved by Board resolution
2nd Term, 3rd Session	2025.11.12	1. Proposal for the allocation of pre-IPO cash capital increase shares to participating managers of the Company.	All passed as proposed	Approved by Board resolution
2nd Term, 4th Session	2025.12.24	1. 2026 annual salary adjustments for managers . 2. 2025 annual performance bonuses and operating performance bonuses for managers. 3. Amendments to the internal performance evaluation indicators of the Board (including functional committees).	All passed as proposed	Approved by Board resolution

2. If the Board of Directors does not accept, or amends, any recommendation of the Remuneration Committee, specify the Board meeting date, meeting session number, content of the recommendation(s), the outcome of the resolution(s) of the Board of Directors, and the measures taken by the Company with respect to the opinions given by of the Remuneration Committee: None.

3. With respect to any matter for resolution by the Remuneration Committee, if there is any dissenting or qualified opinion of a committee member that is on record or stated in writing, specify the Remuneration Committee meeting date, meeting session number, content of the motion, the opinions of all members, and the measures taken by the Company with respect to the members' opinion: None.