

**Phihong Technology Co.,Ltd.  
Nomination Committee Operation**

**1. Qualifications and Responsibilities of Nomination Committee Members:**

**(1) Qualifications for Appointment:**

- The committee is composed of at least three directors nominated by the board, with more than half being independent directors.

**(2) Responsibilities:**

- Establish standards for the professional knowledge, skills, experience, diversity (including gender), and independence required for directors and independent directors, and use these standards to search, review, and nominate candidates.
- Develop and structure the board and its committees, evaluate the performance of the board and its directors, and assess the independence of independent directors.
- Formulate or review the training programs for directors.
- Establish the company's corporate governance practices.

**2. Professional Qualifications, Experience, and Operations of Committee Members:**

- **Number of Members:** 4
- **Term:** June 26, 2023, to June 8, 2026
- **Meetings in the Most Recent Year:** 5 meetings in 2024

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
Convener	Hong Yu-Yuan	Education: Ph.D. in Management, University of Sydney, Australia Experience: Director of the News Office, Chiayi County Government; Associate Professor and Head of the Department of International Business, Daojiang College of Technology and Management Current Position: Chairman, Sangui Construction Co., Ltd. Professional Qualifications: Independent director of the company, with expertise in business,	5	0	100%	Re-elected on June 9, 2023, should attend 3 times

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
		finance, accounting, and company operations.				
Member	Lin Kui-Hong	Education: Department of Public Administration, Tamkang University Experience: Head of Lohas Island Outdoor Products Enterprise Current Position: Head of Lohas Island Outdoor Products Enterprise Professional Qualifications: Independent director of the company, with expertise in business, finance, accounting, and company operations.	5	0	100%	Re-elected on June 9, 2023, should attend 3 times
Member	Wu Zhong-Shu	Education: Ph.D. in Economics, Northwestern University, USA Experience: Chairman of Taiwan Academy of Banking and Finance; President of Chung-Hua Institution for Economic Research Current Position: Chairman of Taiwan Institute of Economic Research Professional Qualifications: Independent director of the company, with expertise in business, finance, accounting, and company operations.	5	0	100%	Newly appointed on June 9, 2023, should attend 1 time
Member	Kang Hui-Mei	Education: Department of International Trade,	0	0	100%	Elected at the shareholders' meeting on June

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
		National Taiwan University; EMBA, National Taiwan University Experience: General Manager of KGI Securities Co., Ltd.; COO of Polaris Securities Co., Ltd. Current Position: General Manager of Yixin Information Co., Ltd.; Chairman of Fengyi International Investment Co., Ltd.; Independent Director of Wanda Pet Business Co., Ltd. Professional Qualifications: Independent director of the company, with expertise in business, finance, accounting, and company operations.				12, 2024, appointed by the board on August 12, 2024, should attend 0 times

### 3. Discussion and Resolutions of the Nomination Committee in 2024:

Date	Summary of Important Proposals	Resolution
March 7, 2024	Performance evaluation of the board for 2022, nomination of one independent director candidate	Passed without objection
April 8, 2024	Nomination of two independent director candidates	Passed without objection
April 11, 2024	Change of nomination list for independent director candidates	Passed without objection
May 8, 2024	External evaluation results of the board's performance	Passed without objection
August 12, 2024	Revision of the "Corporate Governance Practices," revision of the "Board Performance Evaluation Method"	Passed without objection

