

Phihong Technology Co.,Ltd.

Operation of the Compensation Committee:

1. The Compensation Committee of our company currently consists of 4 members, all of whom are independent directors.
2. The term of the current committee members is from June 26, 2023, to June 8, 2026. In the most recent year (from January 1, 2024, to December 31, 2024), the Compensation Committee held 4 meetings (A). The qualifications and attendance of the members are as follows:

Title	Name	Actual Attendance (B)	Proxy Attendance	Attendance Rate (%) (B/A)	Remarks
Convener	Hong Yu-Yuan	3	1	75%	Continued after re-election on 2023.6.9
Member	Lin Kui-Hong	4	0	100%	Continued after re-election on 2023.6.9
Member	Wu Zhong-Shu	4	0	100%	Newly appointed after re-election on 2023.6.9
Member	Kang Hui-Mei	0	0	-	Newly appointed as director on 2024.6.12, appointed to various functional committees on 2024.8.12
Member	Fu Zu-Sheng	1	0	100%	Newly appointed after re-election on 2023.6.9, resigned on 2023.9.1

Other Notable Items:

1. **Board Decisions:** No instances where the board did not adopt or modified the recommendations of the Compensation Committee.
2. **Opposition or Reserved Opinions:** No instances where members had opposing or reserved opinions recorded or declared in writing.

Key Proposals and Resolutions in 2024:

Date	Key Proposal Summary	Resolution Result	Company Handling of Committee Opinions
2024/1/26	2023 Year-End Bonus Distribution for Managers	Approved as proposed	None

Date	Key Proposal Summary	Resolution Result	Company Handling of Committee Opinions
	2023 Year-End Bonus Distribution for Directors and Managers of Zerova	Approved as proposed	None
2024/3/7	New "Compensation and Remuneration Method for Directors and Managers"	Approved as proposed	None
	2023 Employee and Director Compensation Distribution	Approved as proposed	None
2024/5/8	Dragon Boat Festival and Mid-Autumn Festival Bonus Distribution	Approved as proposed	None
	Dragon Boat Festival and Mid-Autumn Festival Bonus Distribution for Zerova	Approved as proposed	None
2024/8/12	2023 Director Compensation Distribution	Approved as proposed	None
	2023 Manager Employee Compensation Distribution	Approved as proposed	None
	2023 Employee Compensation Distribution for Directors and Managers of Zerova	Approved as proposed	None