

## 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, 2025, to December 31, 2025), the Compensation Committee held 3 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                     | 0                | 100%                      | Continued after re-election on 2023.6.9   |
| Member   | Lin Kui-Hong | 3                     | 0                | 100%                      | Continued after re-election on 2023.6.9   |
| Member   | Wu Zhong-Shu | 3                     | 0                | 100%                      | Newly appointed after re-election on 2023.6.9   |
| Member   | Kang Hui-Mei | 3                     | 0                | 100%                      | Newly appointed as director on 2024.6.12, appointed to various functional committees on 2024.8.12 |

### 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 2025:

| Date       | Key Proposal Summary  | Resolution Result    | Company Handling of Committee Opinions |
|------------|---|----------------------|--|
| 2025/03/11 | Proposal for the Allocation of Employee and Board of Directors Remuneration for the Year 2024 | Approved as proposed | None                                   |
|            | Proposal for the Rental Arrangement of a Company Vehicle for the General Manager              | Approved as proposed | None                                   |
| 2025/08/12 | Proposal for the Allocation of Board of Directors Remuneration for the Year 2024              | Approved as proposed | None                                   |

| <b>Date</b> | <b>Key Proposal Summary</b>  | <b>Resolution Result</b> | <b>Company Handling of Committee Opinions</b> |
|-------------|--|--------------------------|---|
|             | Proposal for the Review of Compensation for Board Directors Who Also Serve as Employees of Zerova                                      | Approved as proposed     | None  |
| 2025/11/07  | Proposal for the Allocation of Employee Remuneration for Managers for the Year 2024  | Approved as proposed     | None  |
|             | Proposal for the Allocation of Employee Remuneration for the Year 2024 for Directors and Managers Who Also Serve as Managers of Zerova | Approved as proposed     | None  |