

Zhen Ding Technology Holding Limited

The Company established the Remuneration Committee on July 20, 2011, a total of 3 members (including 2 independent directors). The term of this committee is from May 30, 2023 to May 29, 2026. The main expertise and experience of the members are as follows:

Title	Name	Professional qualifications and experience
Independent Director (Convener)	Gin-Ing Hu	<p>Main expertise: Operations Management, Finance, Accounting and Auditing, Corporate Governance, Information Technology, Risk Management.</p> <p>Current Position:</p> <p>Chairman, Invista Investment Co., Ltd.</p> <p>Independent Director, Acer Synergy Tech Corp.</p> <p>Independent Director, ADATA Technology Co., Ltd.</p> <p>Independent Director, KINPO Electronics, Inc.</p> <p>Experience:</p> <p>Supervisor, Powerchip Semiconductor Manufacturing Corporation</p> <p>CFO and Spokesperson, Acer Incorporated</p> <p>President and Vice Chairman, Videoland Television Network</p> <p>Chief Executive Officer, Asia Television Limited, Hong Kong</p> <p>Director, CA & CTA Ltd., Hong Kong</p> <p>Accountant qualifications in the United States and Hong Kong</p>
Committee member	Cheng-En Ko	<p>Main expertise: Operations Management, Accounting Major, Organizational Leadership and Corporate Governance.</p> <p>Current Position:</p> <p>Professor Emeritus, Department of Accounting, College of Management, National Taiwan University</p> <p>Member of the Science and Technology Journal of the Executive Yuan</p> <p>Experience:</p> <p>Science and Technology Advisor, Executive Yuan</p> <p>Dean of the School of Management, National Taiwan University</p> <p>Chairman and Director of the Department of Accounting, National Taiwan University</p> <p>Assistant Professor, School of Accountancy, University of Southern California</p> <p>Chairman and President of China Economic Research Institute</p> <p>Supervisor of Central Bank</p> <p>Director and Executive Supervisor of the Taiwan Stock Exchange</p> <p>Director and supervisor of Taipei Exchange</p> <p>Member of the Executive Yuan Financial Reconstruction Fund</p> <p>Chairman of China Corporate Governance Association</p> <p>Director of the American Accounting Association</p>
Independent Director (Note)	Chun-Chung Chen	<p>Main expertise: Business Management, Corporate Governance, Finance and Accounting, International Market Perspective.</p> <p>Current Position:</p> <p>Associate Professor of International Business, National Taiwan University</p> <p>Independent Director, ATEN International Co., Ltd.</p> <p>Experience:</p> <p>Associate Professor of International Business, Yuan Ze University</p>

Note: Independent Director Chen-Fu Chien, the original committee member, resigned from his position as an independent director and on various functional committees on February 27, 2025. On the same day, the Board of Directors of the Company resolved to appoint Independent Director Chun-Chung Chen as a committee member.

In 2025, the Remuneration Committee held 4 times, and the attendance rate of all members was 100%.

Meeting date	Key Resolutions of the 2025 Remuneration Committee meeting and the Company's follow-up implementation
2025.02.27 (6th meeting of the 5th term)	<p>1. Approved the General Manager's remuneration. Opinions of Remuneration Committee members: None. Resolution result: Approved by all members present at the meeting. The Company's response to the Remuneration Committee's opinions: All proposals were presented in the board meeting and passed by all attending directors.</p>
2025.03.10 (7th meeting of the 5th term)	<p>1. Approved 2024 remuneration distribution proposal for Directors and employees. 2. Approved the CSO's remuneration. Opinions of Remuneration Committee members: None. Resolution result: Approved by all members present at the meeting. The Company's response to the Remuneration Committee's opinions: All proposals were presented in the board meeting and passed by all attending directors.</p>
2025.08.12 (8th meeting of the 5th term)	<p>1. Approved the 2024 remuneration distribution limit for directors. 2. Approved the 2024 remuneration distribution proposal for managers (including Assistant Vice President and above). Opinions of Remuneration Committee members: None. Resolution result: Approved by all members present at the meeting. The Company's response to the Remuneration Committee's opinions: All proposals were presented in the board meeting and passed by all attending directors.</p>
2025.12.29 (9th meeting of the 5th term)	<p>1. Approved the principles for the Company's 2025 performance evaluation and year-end bonus distribution and list of managerial officers (including Assistant Vice President and above) for distribution. Opinions of Remuneration Committee members: None. Resolution result: Approved by all members present at the meeting. The Company's response to the Remuneration Committee's opinions: All proposals were presented in the board meeting and passed by all attending directors.</p>