

## 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)	Chen-Fu Chien	<p><b>Main expertise:</b> Operations Management, Information Technology, Smart Manufacturing, Circular Economy.</p> <p><b>Current Position:</b>  Chair Professor and Executive Vice President, National Tsing Hua University  Director, Artificial Intelligence for Intelligent Manufacturing Systems Research Center  Supervisor, Chinese Institute of Industrial Engineers  Chairman, Yuehan Culture and Education Foundation  Independent Director, Uniflex Technology Inc.  Independent Director, Airoha Technology Corp.</p> <p><b>Experience:</b>  Director, the Ministry of Science and Technology "IC Industry Alliance" program and the "Tsinghua-TSMC Manufacturing Center of Excellence"</p>
Independent Director	Gin-Ing Hu	<p><b>Main expertise:</b> Operations Management, Finance and Accounting, Information Technology, Risk Management.</p> <p><b>Current Position:</b>  Chairman, Invista Investment Co., Ltd.  Independent Director, Acer Synergy Tech Corp.  Independent Director, Vigor Kobo Company Limited  Independent Director, ADATA Technology Co., Ltd.</p> <p><b>Experience:</b>  Supervisor, Powerchip Semiconductor Manufacturing Corporation  CFO and Spokesperson, Acer Incorporated  President and Vice Chairman, Videoland Television Network  Chief Executive Officer, Asia Television Limited, Hong Kong  Director, CA &amp; CTA Ltd., Hong Kong  Accountant qualifications in the United States and Hong Kong</p>
Committee member	Cheng-En Ko	<p><b>Main expertise:</b> Operations Management, Accounting Major, Organizational Leadership and Corporate Governance.</p> <p><b>Current Position:</b>  Professor Emeritus, Department of Accounting, College of Management, National Taiwan University  Member of the Science and Technology Journal of the Executive Yuan</p> <p><b>Experience:</b>  Science and Technology Advisor, Executive Yuan  Dean of the School of Management, National Taiwan University  Chairman and Director of the Department of Accounting, National Taiwan University  Assistant Professor, School of Accountancy, University of Southern</p>

Title	Name	Professional qualifications and experience
		California Chairman and President of China Economic Research Institute Supervisor of Central Bank Director and Executive Supervisor of the Taiwan Stock Exchange Director and supervisor of Taipei Exchange Member of the Executive Yuan Financial Reconstruction Fund Chairman of China Corporate Governance Association Director of the American Accounting Association

**In 2023, the Remuneration Committee held 3 times, and the attendance rate of all members was 100%.**

Meeting date	Key Resolutions of the 2023 Remuneration Committee meeting and the Company's follow-up implementation
2023.03.13 (8th meeting of the 4th Remuneration Committee)	1. Approved 2022 remuneration distribution proposal for Directors and employees. Opinions of Remuneration Committee members: None. Resolution result: Approved by all members of the Remuneration Committee and implemented in accordance with the resolution and regulations. The Company's response to the Remuneration Committee's opinions: Presented in the board meeting and approved by all attending directors as proposed.
2023.08.09 (1st meeting of the 5th Remuneration Committee)	1. Approved the 2022 remuneration distribution limit for directors. 2. Approved the remuneration proposal for the general manager of the Company. 3. Approved the 2022 remuneration distribution proposal for managers (including Assistant Vice President and above) Opinions of Remuneration Committee members: None. Resolution result: Approved by all members of the Remuneration Committee and implemented in accordance with the resolution and regulations. The Company's response to the Remuneration Committee's opinions: Presented in the board meeting and approved by all attending directors as proposed.
2023.12.28 (2nd meeting of the 5th Remuneration Committee)	1. Approved the principles for the Company's 2023 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 of the Remuneration Committee and implemented in accordance with the resolution and regulations. The Company's response to the Remuneration Committee's opinions: Presented in the board meeting and approved by all attending directors as proposed.