

## 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, Smart Manufacturing Technology, 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  Independent Director, Airoha Technology Corp.  Independent Director, ASPEED Technology Inc.  Supervisor, Chinese Institute of Industrial Engineers  Chairman, Yuehan Culture and Education Foundation</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 2024, the Remuneration Committee held 3 times, and the attendance rate of all members was 100%.**

Meeting date	Key Resolutions of the 2024 Remuneration Committee meeting and the Company's follow-up implementation
2024.03.12 (3rd meeting of the 5th term)	1. Approved 2023 remuneration distribution proposal for Directors and employees. <b>Opinions of Remuneration Committee members:</b> None. <b>Resolution result:</b> Approved by all members of the Remuneration Committee. <b>The Company's response to the Remuneration Committee's opinions:</b> Presented in the board meeting and approved by all attending directors as proposed.
2024.08.13 (4th meeting of the 5th term)	1. Approved the 2023 remuneration distribution limit for directors. 2. Approved the 2022 remuneration distribution proposal for managers (including Assistant Vice President and above). 3. Approved the Manager Employee Stock Ownership Trust Case. <b>Opinions of Remuneration Committee members:</b> None. <b>Resolution result:</b> Approved by all members of the Remuneration Committee. <b>The Company's response to the Remuneration Committee's opinions:</b> Presented in the board meeting and approved by all attending directors as proposed.
2024.12.26 (5th meeting of the 5th term)	1. Approved the principles for the Company's 2024 performance evaluation and year-end bonus distribution and list of managerial officers (including Assistant Vice President and above) for distribution. <b>Opinions of Remuneration Committee members:</b> None. <b>Resolution result:</b> Approved by all members of the Remuneration Committee. <b>The Company's response to the Remuneration Committee's opinions:</b> Presented in the board meeting and approved by all attending directors as proposed.