



Sonix Technology Co., Ltd.

Operation of the Remuneration Committee

The function of the remuneration committee of the Company is to evaluate the remuneration policies and systems of the Company's directors and managers from a professional and objective position, and to make recommendations to the Board for its decision-making reference. The Remuneration Committee shall, with the attention of a good administrator, faithfully perform the following functions:

1. Formulate and regularly review the policies, systems, standards and structures of the company's directors and managers for performance evaluation and remuneration.
2. Regularly evaluate and determine the remuneration of directors and managers.

When the remuneration committee performs the functions and powers mentioned in the preceding paragraph, it shall comply with the following principles:

1. The performance evaluation and salary remuneration of directors and managers should refer to the normal payment situation of peers, and consider the reasonableness of the relationship with individual performance, company operating performance and future risks.
2. Does not guide directors and managers to engage in behaviors that exceed the company's risk appetite in pursuit of salary remuneration.
3. The proportion of bonuses and the payment timing of partial variable salary remuneration for directors and senior managers based on their short-term performance should be determined by taking into account the characteristics of the industry and the nature of the company's business.

Remuneration Committee members:

| Name | Professional qualifications and experience |
|------------------------------|---|
| Kao Chung Tsai (Convener) | Education : M.A. Institute of Economics, Soochow University Experience : CEO of Best Yield Management and Consulting Corporation |
| Mao Tien Shen | Education : B.S., Civil Engineering, Tamkang University Experience : Director and VP of Taiwan Mask Corp. |
| Tsai Lin Chiang | Education : Department of Accounting, Chung Yuan Christian University Experience : CFO of Chinese Gamer International Corp. |

The attendance by the Remuneration Committee members in 2024 was as follows:

| Title | Name | No. of meetings attended in person | No. of meetings attended by proxy | In-person attendance rate (%) | Remarks |
|----------|-----------------|------------------------------------|-----------------------------------|-------------------------------|------------------------------|
| Convener | Kao Chung Tsai | 3 | 0 | 100% | - |
| Member | Mao Tien Shen | 3 | 0 | 100% | |
| Member | Tsai Lin Chiang | 2 | 0 | 100% | 2024.6.28 New appointment |
| Member | Chih Cheng Chou | 1 | 0 | 100% | 2024.6.28 Dismissal |



The operation by the Remuneration Committee members in 2024:

| Session | Date | Proposal content | Resolution | The measures taken by the Company with respect to the opinions given by the remuneration committee |
|-------------------------------|-------------|--|-------------------|---|
| The 5th Term, the 9th Meeting | 2024.2.27 | To approve the earnings distribution of directors' and Managers' remuneration of 2023 To approve 「Remuneration Measures for Directors and Managers」 | All agree | Proposal to the board of directors, approved by all directors present without objection |
| The 6th Term, the 1st Meeting | 2024.8.7 | To approve distribution of directors' remuneration To approve distribution of employees' remuneration for managers | All agree | |
| The 6th Term, the 2nd Meeting | 2024.12.13 | To approve distribution of employees' remuneration for managers | All agree | |