



## 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 2025 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	3	0	100%	



**The operation by the Remuneration Committee members in 2025:**

Session	Date	Proposal content	Resolution	The measures taken by the Company with respect to the opinions given by the remuneration committee
The 6th Term, the 3rd Meeting	2025.2.27	To approve the earnings distribution of directors' and Managers' remuneration of 2024	All agree	
The 6th Term, the 4th Meeting	2025.8.8	To approve distribution of directors' remuneration To approve distribution of employees' remuneration for managers	All agree	Proposal to the board of directors, approved by all directors present without objection
The 6th Term, the 5th Meeting	2025.12.19	To approve distribution of employees' remuneration for managers	All agree	

**The performance evaluation results of the remunerati committee have been submitted to the board of directors meeting convened on February 27, 2025**

Evaluation Cycle	Evaluation Period	Scope of evaluation	Method of evaluation	Evaluation content
Performed once per year	From 1 January 2024 To 31 December 2024	The and remuneratio n committee	Internal self-evaluation by members of remunerati committee	Evaluation of the remunerati committees: participation in the operation of the company; awareness of the duties of the remunerati committee; improvement of quality of decisions made by the remunerati committee; makeup of the remunerati committee and election of its members; internal control.

The performance evaluation results of the remunerati committee was between 4 points of "excellent" and 5 points of "excellent", indicating that the overall operation of the company's board of directors is perfect, and the remunerati committee expressed its approval and positive comments on most of the evaluation items, which can implement corporate governance, improve the functions of the board of directors, and strengthen its operational efficiency.