



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
Chih Cheng Chou	Education : Ph.D., Accounting, Shanghai University of Finance and Economics M.A. Institute of Accounting, National Chengchi University Experience : CPA and Director of the Taipei Office of WeTec International CPAs
Mao Tien Shen	Education : B.S., Civil Engineering, Tamkang University Experience : Director and VP of Taiwan Mask Corp.

The attendance by the Remuneration Committee members in 2023 was as follows:

Name	No. of meetings attended in person	No. of meetings attended by proxy	In-person attendance rate (%)
Kao Chung Tsai	3	0	100%
Chih Cheng Chou	3	0	100%
Mao Tien Shen	3	0	100%



The operation by the Remuneration Committee members in 2023:

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 6th Meeting	2023.2.24	To approve the earnings distribution of directors' and Managers' remuneration of 2022	All agree	Proposal to the board of directors, approved by all directors present without objection
The 5th Term, the 7th Meeting	2023.8.8	To approve distribution of directors' remuneration To approve distribution of employees' remuneration for managers	All agree	
The 5th Term, the 8th Meeting	2023.12.4	To approve to paid the year-end bonus to management	All agree	