Phihong Technology Co.,Ltd.
Nomination Committee Operation

1. Qualifications and Responsibilities of Nomination Committee Members:

(1) Qualifications for Appointment:

- The committee is composed of at least three directors nominated by the board, with more than half being independent directors.

(2) Responsibilities:

- Establish standards for the professional knowledge, skills, experience, diversity (including gender), and independence required for directors and independent directors, and use these standards to search, review, and nominate candidates.
- Develop and structure the board and its committees, evaluate the performance of the board and its directors, and assess the independence of independent directors.
- Formulate or review the training programs for directors.
- Establish the company's corporate governance practices.

2. Professional Qualifications, Experience, and Operations of Committee Members:

- **Number of Members**: 4
- **Term**: August 11, 2026, to June 10, 2029
- **Meetings in the Most Recent Year**: 2 meetings in 2026

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
Convener	Wu Zhong-Shu	Education: PhD in Economics from Northwestern University, US Experience: Chairman of the Taiwan Academy of Banking and Finance, Chairman of the Chung-Hua Institution for Economic Research Current position: Chairman of the Taiwan Institute of Economic Research Professional qualification: He is an Independent Director of the Company, and possesses expertise in business, finance, and accounting, as well as those required by the Company’s operations.	2	0	100%	Required to attend 2 meetings in 2026.
Member	Hong Yu-Yuan	Education: PhD in Management, University of Sydney, Australia Experience: Director of the News Department, Chiayi County Government; Associate Professor and Head of the Department of	1	0	100%	Required to attend 1 meeting in 2026.

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
		National Enterprises, Toko University. Current Position: Chairman of San Kuei Construction Co., Ltd. Professional qualifications: He is an Independent Director of the Company, and possesses expertise in business, finance, and accounting, as well as those required by the Company's operations.				
Member	Lin Kui-Hong	Education: Department of Public Administration, Tamkang University Experience: Head of LOHAS Outdoor Products Enterprise. Current position: Head of LOHAS Outdoor Products Enterprise. Professional qualifications: He is an Independent Director of the Company, and possesses expertise in business, finance, and accounting, as well as those required by the Company's operations.	2	0	100%	Required to attend 2 meetings in 2026.
Member	Kang Hui-Mei	Education: EMBA, Graduate Institute of International Business, National Taiwan University (NTU) Experience: President, IBF Securities Co., Ltd.; COO, Polaris Securities. Current Position: Director, WiXtar Corporation; Director, Wimar International Investment Limited; Independent Director, Wonder Pets Enters Co., Ltd. Professional qualification: He is an Independent Director of the Company, and possesses expertise in business, finance, and accounting, as well as those required by the Company's operations.	2	0	100%	Required to attend 2 meetings in 2026.

Title	Name	Professional Qualifications and Experience	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Remarks
Member	Chou, Ta-Jen	Education: Master of Laws, Harvard Law School, USA Experience: Executive Director, Direct Investment Business Group, China Development Industrial Bank, General Manager, Jardine Fleming Ventures Current Position: Member of Investment Committee, IBF Venture Capital Co., Ltd., Juridical Person Representative Director, UBI Pharma Inc., Juridical Person Representative Director, Cenra Inc., Juridical Person Representative Director, United Biomedical, Inc., Asia, Independent Director, Aurotek Corporation, Supervisor, E-CMOS TECHNOLOGY CORP., Independent Director, AmTRAN Technology Co., Ltd., Chairman, Heli Financial Consulting Co., Ltd. Professional qualification: He is an Independent Director of the Company, and possesses expertise in business and law, as well as those required by the Company's operations.	1	0	100%	Required to attend 1 meeting in 2026.

3. Discussion and Resolutions of the Nomination Committee in 2026:

Date	Summary of Important Proposals	Resolution
March 12, 2026	Proposal for the 2025 Board of Directors Performance Evaluation Report	Passed without objection
	Proposal for the List of Candidates for Directors and Independent Directors	Passed without objection
November 9, 2026	Proposal for Amendments to the Corporate Governance Best Practice Principles	Passed without objection