



Paiho Shih Holdings Corporation

Compensation Committee

The Company's Compensation Committee was set up with the overall independent directors on December 14, 2011.

The Company's Board of Directors appointed Directors Kai-Li Wang, Yuh-Ching Tsai, Hsin-Ning Wan and Chiung-Fang Chu as members of the Compensation Committee on June 10, 2025, with a term of office from June 10, 2025 to June 09, 2028.

The Compensation Committee evaluates the salary and compensation policies and systems of the directors and managerial officers of the Company in a professional and objective position, and make recommendations to the Board of Directors for reference. The main responsibility is :

1. Establish and periodically assess and review the performance of directors and managerial officers as well as the policy, system, standard, and structure for the remuneration.
2. Regularly reviewing the compensation of directors and managerial officers.

The Committee meets at least twice every year. Please consult Paiho Shih's Annual Report for each member's attendance rate.

Introduction of the members :

Title	Name	Education & Career Experience
Convener of Compensation Committee	Kai-Li Wang	<ul style="list-style-type: none"> ● Ph.D., Economics, Utah State University. ● Director of EMBA, College of Management, Tunghai University. ● Director, Graduate Institute of Finance and Department of Finance, Tunghai University. ● Adjunct Professor of EMBA, National Cheng Kung University, National Chung Hsing University, and Feng Chia University. ● Special talents rewarded by MOST. ● Consultant and Review Member of advance of individual manpower, Ministry of Labor of Executive Yuan, Taiwan. ● Initiator of Taiwan Mergers & Acquisitions and Private Equity Council and Vice Chairman of its Academic Research Committee. <p>Current Positions :</p> <ul style="list-style-type: none"> ● Dean of the College of Management and Professor of Finance, Tunghai University. ● Independent Director and Member of Audit Committee, Paiho Shih Holdings Corporation. ● Independent Director and member of Audit Committee and Compensation Committee, Dyaco International Inc. ● Independent Director and member of Audit Committee and Compensation Committee, Aker Technology Co., Ltd.

Title	Name	Education & Career Experience
Convener of Compensation Committee	Kai-Li Wang	<ul style="list-style-type: none"> ● Independent Director and member of Audit Committee and Compensation Committee, Sheh Kai Precision Co., Ltd. ● Chairman of Taiwan Financial Development Association. ● Supervisor, Financial Engineering Association of Taiwan.
Member of Compensation Committee	Yuh-Ching Tsai	<ul style="list-style-type: none"> ● Master Degree in Accounting, National Taiwan University. ● Certified Public Accountant. ● Full-time (Adjunct) lecturer of National Taichung University of Science and Technology, Chung Chou University of Science and Technology, and Da-Yeh University ● Manager, Audit Department, PricewaterhouseCoopers Taiwan <p>Current Positions :</p> <ul style="list-style-type: none"> ● Partner and Chief Financial Officer of Everwell &Co., CPAs. ● Independent Director and Member of Audit Committee, Paiho Shih Holdings Corporation. ● Independent Director and member of Audit Committee and Compensation Committee, Apex Dynamics, Inc. ● Independent Director and member of Audit Committee and Compensation Committee, Formosa Optical Technology Co.Ltd. ● Member of Compensation Committee, Aker Technology Co., Ltd.

Title	Name	Education & Career Experience
Member of Compensation Committee	Yuh-Ching Tsai	<ul style="list-style-type: none"> ● Supervisor, Chuan Da Technology Co., Ltd.
Member of Compensation Committee	Hsin-Ning Wan	<ul style="list-style-type: none"> ● Master Degree in business management, National Chengchi University. ● Special assistant to the Chairman, General Manager, Spokesman, Corporate Governance Officer and Internal Audit Officer, T3EX Global Holdings Corp. <p>Current Positions :</p> <ul style="list-style-type: none"> ● Independent Director and member of Audit Committee and Compensation Committee, Complex Micro Interconnection Co., Ltd. ● Independent Director and Member of Audit Committee, Paiho Shih Holdings Corporation. ● Supervisor, Taiwan Investor Relations Institute.
Member of Compensation Committee	Chiung-Fang Chu	<ul style="list-style-type: none"> ● Master Degree in Accounting, National Chung Hsing University ● Vice Director and Chairperson, Taichung CPA Associations. ● Adjunct professor of National Taichung University of Science. <p>Current Positions :</p> <ul style="list-style-type: none"> ● Chief Certified Public Accountant, WinMax CPAs. ● Independent Director and Member of Audit Committee, Paiho Shih Holdings Corporation. ● Independent Director and member of Audit Committee and Compensation Committee, W&B

Title	Name	Education & Career Experience
Member of Compensation Committee	Chiung-Fang Chu	<p>Technology Ltd.</p> <ul style="list-style-type: none"> ● Independent Director and member of Audit Committee and Compensation Committee, Apogee Optocom Co., Ltd. ● Independent Director and member of Audit Committee and Compensation Committee, Greenrock Energy Co., Ltd. ● Supervisor, Jimmore International Corp. ● Supervisor, Phrozen Tech Co., Ltd. ● Supervisor, Am-Wing Connection Co., Ltd. ● Supervisor, Fujioh Marketing Taiwan Co., Ltd.