



Paiho Shin 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 Yung-Fu Wu, Wen-Chang Chen, Yuh-Ching Tsai, Kai-Li Wang as members of the Compensation Committee on June 30, 2022, with a term of office from June 30, 2022 to June 21, 2025.

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 Shin's Annual Report for each member's attendance rate.

Introduction of the members :

Title	Name	Education & Career Experience
Convener of Compensation Committee	Yung-Fu Wu	<ul style="list-style-type: none"> ● Master Degree in Accounting, National Chengchi University. ● Business Manager, Yuanta Securities ● Deputy Manager, Audit Department, KPMG International Cooperative <p>Current Positions :</p> <ul style="list-style-type: none"> ● Senior manager, Sunspring Metal Co., Ltd. ● Supervisor, Sunspring Industrial Co. Ltd. ● Independent Director & Member of Compensation Committee, Paiho Shih Holdings Corporation. ● Supervisor, Sunspring Metal(Zhuhai) Co.,. Ltd. ● Independent Director and member of Audit Committee and Compensation Committee, Cosmo Electronics Corporation. ● Supervisor, Sunspring Automation Corp. ● Independent Director and member of Audit Committee and Compensation Committee, Koan Hao Techconology Co.,Ltd.
Member of Compensation Committee	Wen-Chang Chen	<ul style="list-style-type: none"> ● International Trade Department, Overseas Chinese University. <p>Current Positions :</p> <ul style="list-style-type: none"> ● Director of Lee Bou International Co., Ltd. ● Chairman of Dongguan Lee Fong Label Manufacture Ltd.

Title	Name	Education & Career Experience
Member of Compensation Committee	Wen-Chang Chen	<ul style="list-style-type: none"> ● Chairman of Greatco Development Limited ● Chairman of Wuxi Lide Garment Accessory Manufacturing Company Limited ● Chairman of Wuxi Lee Bou Silicon Industries Co., Ltd. ● Director of Vietnam Lee Bou International Co., Ltd. ● Chairman of Lee Bou International Binh Duong Company Limited. ● Chairman of Chang Tai Chemical (Huizhou) Co., Ltd. ● Independent Director & Member of Compensation Committee, Paiho Shih Holdings Corporation.
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 of Everwell &Co., CPAs. ● Independent Director and member of Compensation Committee, Paiho Shih Holdings Corporation. ● Independent Director and member of Compensation Committee, Apex Dynamics, Inc. ● Independent Director and member of Compensation Committee,

Title	Name	Education & Career Experience
Member of Compensation Committee	Yuh-Ching Tsai	<p>Formosa Optical Technology Co.Ltd.</p> <ul style="list-style-type: none"> ● Independent Director and member of Compensation Committee, Auden Techno Corp. ● Member of Compensation Committee, Aker Technology Co., Ltd. ● Supervisor, Chuan Da Technology Co., Ltd.
Member 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. ● Director, Center for the Research of Banking and Finance, Tunghai University. ● Adjunct Professor of EMBA, National Cheng Kung University, National Chung Hsing University, Feng Chia University and Providence 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"> ● Professor, Department of Finance,

Title	Name	Education & Career Experience
Member of Compensation Committee	Kai-Li Wang	<p>Tunghai University.</p> <ul style="list-style-type: none"> ● Independent Director and member of Compensation Committee, Paiho Shih Holdings Corporation. ● Independent Director and member of Compensation Committee, Dyaco International Inc. ● Independent Director and member of Compensation Committee, Aker Technology Co., Ltd. ● Director of Ginko International Co., Ltd. ● Chairman of Taiwan Financial Development Association. ● Supervisor, Financial Engineering Association of Taiwan.