

YungShin Global Holding Corporation

Organization Rules of Remuneration Committee

Article 1: (Basis of Formulation)

In order to strengthen corporate governance and the management of board members' and executives' compensation, the Remuneration Committee (hereinafter referred to as "the Committee") is established in accordance with Article 14-6 of the Securities and Exchange Act and the provisions of Article 3 of the " Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange." The Committee has established this Organization Rules (hereinafter referred to as "Rules") to serve as a guideline for adherence.

Article 2: (Scope of Application)

The number of members, term of office, powers, rules of procedure, and resources to be provided by the company when exercising its powers, unless otherwise stipulated by laws or the Articles of Incorporation, shall be in accordance with the provisions of this Rules. The company shall make this Rules available on its website and the public information observatory for public inquiry.

Article 3: (Composition and Compensation of the Committee)

- 1.The members of the Committee shall be appointed by the board of directors.
- 2.The number of members of the Committee shall not be less than three, with a majority of the members being independent directors, and one of them shall serve as the convener.
- 3.The term of office for members of the Committee shall coincide with the term of office of the board of directors that appointed them. If the number of members falls below three due to resignation or removal, the board of directors must convene a meeting within three months of the event to appoint new members.
- 4.When appointing or changing members, the company must disclose the changes within two days on the information reporting platform designated by the competent authority.

Article 4: (Powers)

- 1.The Committee shall perform the following duties with due diligence and submit its recommendations to the board of directors for discussion. However, recommendations

concerning the compensation of independent directors should only be submitted for discussion if the company's Articles of Incorporation or the shareholders' meeting specifically authorizes the board of directors to handle the matter.

(1) Establish and regularly review policies, systems, standards, and structures for evaluating the performance and compensation of directors and executives.

(2) Regularly assess and determine the compensation for directors and executives.

2. In performing the above duties, the Committee shall adhere to the following principles:

(1) The performance evaluation and compensation of directors, supervisors, and executives should be based on industry standards, while also considering individual performance, the company's operating performance, and the relevance to future risks.

(2) Directors and executives should not be encouraged to engage in risky behavior to maximize their compensation beyond the company's risk tolerance.

(3) The proportion of short-term performance bonuses and the timing of payment for variable compensation should consider industry characteristics and the nature of the company's business.

3. The compensation mentioned in the previous two paragraphs includes cash compensation, stock options, profit-sharing stock, retirement benefits or severance pay, allowances, and other substantial incentive measures. The scope of such compensation should be consistent with the guidelines for compensation of directors, supervisors, and executives as specified in the annual report of publicly listed companies.

4. When the board of directors discusses the recommendations of the Remuneration Committee, it should consider the amount, payment method, and future risks of the compensation.

5. If the board of directors does not adopt or modifies the recommendations of the Remuneration Committee, the decision must be made with the approval of two-thirds of the directors present and the majority consent of the directors attending. The board must provide a detailed explanation in the meeting minutes regarding whether the approved compensation is superior to the recommendations of the Remuneration Committee.

6. If the compensation approved by the board is superior to the Committee's recommendation, the differences and reasons must be recorded in the board meeting minutes.

The decision must also be disclosed within two days of the approval on the information reporting platform designated by the competent authority.

7.If the compensation of directors and executives in a subsidiary requires approval from the board of directors of the parent company, the recommendation must first be made by the parent company's Remuneration Committee before being submitted to the board of directors.

Article 5: Meetings and Rules of Procedure

1.The agenda for the Committee meetings shall be set by the convener, but other members may also propose agenda items for discussion. The agenda must be provided to the members in advance. The Secretary's duties for the Committee are supported by the Chairman's office, which, as directed by the convener, will assist in preparing the agenda, issuing meeting notices, conducting the meetings, keeping meeting records, and other related tasks.

2.The Committee shall hold at least two meetings annually, but may convene additional meetings as needed. When a meeting is convened, the company shall set up a sign-in sheet for members to sign in.

3.The convener and chairperson of the meeting shall be elected by the Committee members. If no independent director is available, the members shall select one from themselves. If the convener is unable to convene or preside over the meeting, the convener shall designate another independent director to do so. If no independent director is available, the convener shall designate another member to take over. If no agent is designated by the convener, the members shall elect one from themselves.

4.A meeting notice should clearly state the reason for convening and be sent to all members at least seven days before the meeting. Emergency meetings are exempt from this timeframe, but urgent situations can be handled without this restriction. The notice can be sent via written or electronic means.

5.The Committee shall have a quorum of more than half of its members to make decisions. If the chairman asks and there is no objection, the decision is deemed passed, and its effect is equivalent to a voting result. The outcome of the vote should be reported immediately and recorded.

6.Members must attend the meeting in person. If unable to attend, they may authorize

another member to attend on their behalf, but a written proxy must be provided for each meeting, specifying the scope of authorization. Only one person can represent a member's vote. Members attending via video conferencing are considered present in person.

7.The Committee may invite directors, relevant managers, internal auditors, accountants, legal advisors, or other personnel to attend meetings and provide necessary information. However, they must leave the room during discussions and voting. Any incurred costs may be borne by the company, subject to approval by the Committee.

8.The proceedings of the Committee should be recorded in meeting minutes, which should include:

- (1) Meeting date, time, and location.
- (2) The name of the chairperson.
- (3) Attendance status of members, including names and numbers of those attending, excused, or absent.
- (4) Names and titles of any attendees.
- (5) Name of the recorder.
- (6) Reports presented.
- (7) Discussion items: the method and outcome of decisions on each agenda item, members involved in discussions on their own compensation, avoidance situations, and any opposing or reserved views.
- (8) Other necessary matters.

9.A sign-in sheet is part of the meeting minutes. If the meeting is held via video conference, the video recording is part of the minutes.

10.The meeting minutes must be signed by the chairperson and the recorder, distributed to all members within 20 days of the meeting, and reported to the board of directors. They should be stored in the company's important files for at least five years. Distribution can be done electronically.

11.If any legal proceedings concerning the Committee's activities arise before the retention period has expired, the records should be kept until the litigation is resolved.

12.The Committee may, through resolution, appoint lawyers, accountants, or other professionals to conduct necessary investigations or provide consultations related to its

duties, with the costs borne by the company.

13. Any matters resolved by the Remuneration Committee may be delegated to the convener or other members of the Committee to execute, with periodic written reports to the Committee, and should be submitted for ratification or reporting at the next meeting if necessary.

Article 6: Conflict of Interest

When the Committee discusses matters related to the compensation of its members, the concerned member must disclose the situation at the meeting. If it is deemed harmful to the company's interests, the member shall not participate in the discussion or voting and must recuse themselves from the meeting. Additionally, they cannot represent another member in voting on such matters.

Article 7: Implementation and Amendments

This Rules shall take effect upon approval by the board of directors. Amendments to this Rules shall follow the same procedure.