

員工薪酬政策

一、依照本公司公司章程：

第二十七條：本公司年度如有獲利，應提撥不低於百分之五為員工酬勞，且所提撥之員工酬勞中不低於百分之十為分派予基層員工之酬勞，及不高於百分之一為董事酬勞。但公司尚有累積虧損時，應預先保留彌補數額。
前項員工酬勞得以股票或現金為之，其給付對象得包括符合一定條件之控制或從屬公司員工。前項董事酬勞僅得以現金為之。
前二項應由董事會決議行之，並報告股東會。

二、薪酬政策：

本公司員工薪資及報酬係依據其學經歷、專業及知識技術、專業年資經驗及個人績效表現而定，並參照薪資市場行情、物價指數及組織結構，訂定薪資給付標準，並依照公司營運獲利狀況與員工績效表現發放獎金。公司亦設計多元的激勵獎酬制度獎勵優秀人才，體恤員工辛勞與員工共享運營成果。

- 年終獎金：經年度營運結算，如有獲利，對工作具貢獻且無重大過失的在職同仁，每年固定發放1個月年終獎金。
- 員工酬勞及績效獎金：經年度結算且有盈餘，得經董事會或股東會通過後。依公司章程之規定，於評核盈餘分配年度內之績效、貢獻度、任職期間等，每年核發2次員工分紅，共享營運成果。
- 其他獎金：包括三節獎金、旅遊補助津貼、競賽獎金、推薦與介紹獎金、創新研發技術獎金、達標獎金、專利獎金等。
- 員工持股信託：為實踐公司利潤共享的經營理念，開放同仁每月可提撥月薪最高20%購股，並依照同仁考績結果最高享有公司200%的公提獎勵額。

Employee Compensation Policy

I. In accordance with the Company's Articles of Incorporation:

Article 27

If the Company makes a profit in a year, the Company shall distribute not less than 5% as compensation to employees, of which at least 10% shall be allocated to rank and file employees, and not more than 1% as compensation to directors. However, if the Company has accumulated losses, the Company shall reserve the amount to cover them in advance.

Employees entitled to receive shares or cash in accordance with the provisions mentioned above may include employees of parents or subsidiaries of the Company meeting certain specific requirements.

The aforementioned compensation to directors may be made in cash only.

The first two items shall be resolved by the board of directors and reported to the shareholders' meeting.

II. Compensation Policy:

The salaries and rewards of employees of the Company are determined based on their education, professional knowledge and skills, professional experience, and individual performance, taken into account market trends, price indices, and organizational structure, to establish salary payment standards. Bonuses are distributed based on the Company's operating profits and employee performance. The Company also designs diverse incentive reward systems to reward outstanding talents, acknowledge employee efforts, and share operational achievements and profits with employees.

- **Year-end Bonus:** After annual operation settlement, if profitable, a fixed annual bonus equivalent to 1 month' salary will be given to employees who have made contributions to their work without major faults.
- **Employee compensation and performance bonuses:** After annual settlement and profitability, subject to approval by the board of directors or shareholders' meeting. In accordance with the provisions of the Company's Articles of Incorporation, performance, contribution, and length of service within the year of profit distribution assessment, employees will receive twice a year bonuses to share in the operational results.
- **Other bonuses:** Including bonuses for festivals, corporate travel subsidies, competition bonuses, referral bonuses, innovation and research bonuses, achievement bonuses, patent bonuses, etc.
- **Employee Stock Trust:** To realize the company's profit-sharing management philosophy, employees are allowed to allocate up to 20% of their monthly salary to purchase stocks each month, and based on the employee's performance evaluation, the highest performer can enjoy a 200% bonus from the company.