

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 2 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 Association:

Article 27: In the event of annual profits, the Company shall allocate no less than 5% for employee remuneration and no more than 1% for director remuneration. However, when the company has accumulated losses, an amount should be reserved in advance for compensation.

Employee remuneration as mentioned above may be provided in the form of stocks or cash, and the beneficiaries may include employees of affiliated companies who meet certain conditions. Director remuneration as mentioned above shall only be provided in cash. The above provisions shall be decided 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 2 months' salary will be given to employees who have made contributions to their work without major faults.
- Employee remuneration 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 Association, 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.