

1. Employee Compensation

In accordance with Article 30 of the company's Articles of Association, if the company generates a profit for the fiscal year, no less than 0.1% of the profit shall be allocated as employee compensation. The distribution method, whether in the form of stocks or cash, shall be determined by the Board of Directors. Eligible employees of subsidiary companies who meet specific criteria are also included as recipients.

2. Dynamic Annual Performance Management System:

2.1 The purpose of this System is to transform the Company's work expectations for each department into specific performance evaluable projects, thereby providing a clear basis for the directions of daily work and performance goals.

2.2 Communicate and confirm work status through interviews. Find out the strengths and weaknesses in the work, set up corresponding improvement plans, and jointly determine the performance goals for the next period with employees

3. Employee Compensation and Annual Performance Linkage

3.1 Employee Compensation Calculation Method:

The cash bonus allocated to each employee is calculated based on the ratio of their individual weight to the total weight, taking into account factors such as job position, performance evaluation, attendance, and the proportion of the year the employee was actively employed.

3.2 Individual Employee Compensation Formula:

$$(\text{Individual Job Weight} \times \text{Individual Performance Evaluation Weight} \times \text{Departmental Weight} \times \text{Annual Employment Ratio}) \div \text{Total Weight}$$

$$= (\text{Individual Job Weight} \times \text{Individual Performance Evaluation Weight} \times \text{Departmental Weight} \times \text{Annual Employment Ratio}) \div \text{Total Weight}$$

The bonus will be distributed quarterly in the following year. If part of the bonus is issued in the form of stocks, it will be granted through a trust over a period of three years.

4. Implementation Method:

4.1 Applicable personnel: Team leaders and above levels of supervisors.

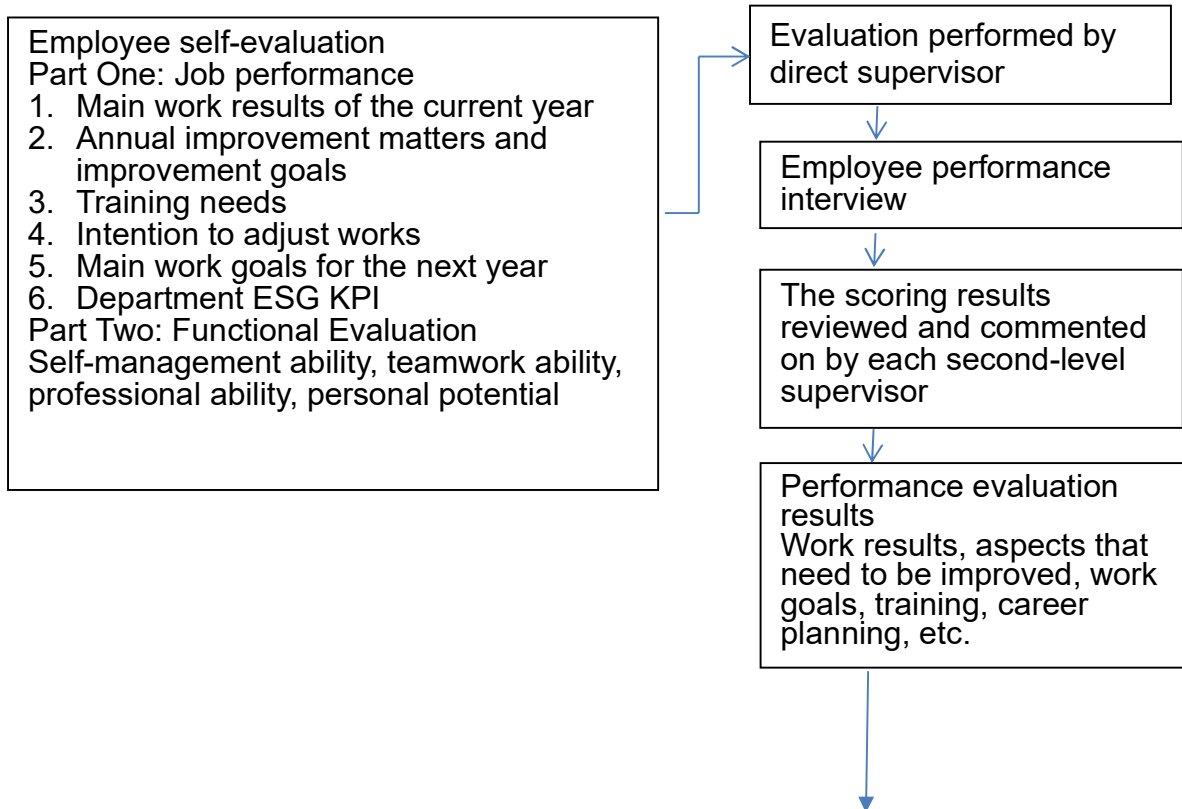
4.2 Frequency of performance evaluation: plan goals set-up at the beginning of the year, annual review year-end evaluation

4.3 Implementation timeline: 1 month

4.4 Process: Flowchart on Page 2

4.5 Implementation Status:

The performance evaluations for the years 2023 and 2024 have been 100% completed.



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4.5 Implementation Status:

The performance evaluations for the years 2023 and 2024 have been 100% completed.