



Employee Compensation and Bonus Policy

Articles of Incorporation:

Article 22:

In the case of a profit, the Company shall set aside 1%~3% of the profit to be compensation for employees.

In addition to the provisions of the preceding paragraph, an additional 1% of profits shall be set aside as compensation distributions for non-executive employees.

Bonus Category:

1. Year-end bonus:

In order to recognize the hard work of the employees over the past year and encourage them to unite their cohesive forces, the Company has formulated the “Year-end Bonus Payment Method” based on the Company’s overall operational performance and supplemented by performance appraisal, in order to encourage employees with outstanding annual performance and good performance. The year-end bonus is issued on the premise of achieving the budget target set by the Board of Director from the financial report.

2. License bonus and compensation:

In order to improve the maintenance skills of employees, encourage the development of professional fields, and strengthen the competitiveness of the Company, the employees who have obtained professional licenses will be rewarded compensation for licenses.

3. Emphasis on a safe and healthy work environment:

In order to encourage divisions and employees to exceed the original target performance, in order to improve the Company's profits, and to reward them for making significant contributions to the Company, the Company has established “Incentive Bonus Payment Methods” which will be issued after deliberation by the Personnel Evaluation Committee. The categories of bonuses are as follows:

- (1) Key performance indicator bonus: awarded after quarterly evaluation.
- (2) Special merit bonuses for individuals or units: for newly developed businesses, annual unplanned businesses, other special merits, and those who have contributed to the Company’s safety management, they will be reported by relevant units from time to time and will be issued after being reviewed by the Personnel Evaluation Committee.
- (3) Employee proposal bonus: The employee proposes a plan to improve the Company’s internal administrative management efficiency and on-site work productivity, which will be awarded after evaluating the feasibility and effectiveness of the Personnel Evaluation Committee.