

## Remuneration for Senior Managers

1. The remuneration of President, Vice President and Managers are paid according to Article 21 of Articles of Incorporation and Article 29 of the Company Act, including fixed salary, full attendance bonus, year-end bonus and supervisor bonus. In addition, provision of pension (includes Labor Pension and Labor Retirement Pension), employee welfare, etc. are contributed once a month.
2. In accordance with Article 25 of the Articles of Incorporation of the Company when allocating the net profits for each fiscal year, the Company shall set aside 0.05% to 0.5% of the balance of pre-tax profit prior to deducting employees' compensation as compensation of employees.
3. Supervisor severance pay, survivor annuity, etc. will be paid under special circumstances. Among them, the fixed monthly salary is based on the salary adjustment standard of all employees every year and the comprehensive overall performance evaluation within the scope of manager's responsibility (includes financial and non-financial indicators.) made by the Chairman and the achievement status of personal "Annual Work Goals". After comprehensive consideration and evaluation, the fixed monthly salary will be proposed to Remuneration Committee and adjusted accordingly.
4. The remuneration and performance assessment indicators of the Company's manager are as follows:

Category		Item
Financial Indicators		<ul style="list-style-type: none"> <li>· Profit and loss, and EBITDA</li> <li>· Operational target achievement rate</li> <li>· Operational growth rate</li> <li>· Profit contribution</li> </ul>
Non-Financial Indicators	Environment Protection (E)	<ul style="list-style-type: none"> <li>· Environmental sustainability engagement</li> <li>· Energy and water saving performance</li> <li>· Circular economic benefits</li> <li>· Carbon reduction target achievement rate</li> </ul>
	Social Responsibility (S)	<ul style="list-style-type: none"> <li>· Work safety and occupational accidents</li> <li>· Product R&amp;D and innovation</li> <li>· Friendship with neighbors and protest cases</li> </ul>
	Corporate Governance (G)	<ul style="list-style-type: none"> <li>· Operational management capability</li> <li>· AI cases and benefits</li> <li>· fraud cases</li> </ul>