

Remuneration Policy

1. Analysis of the proportion of the total remuneration paid to the company's directors, supervisors, general managers and deputy general managers in the last two years by the company and all companies in the consolidated statement to the net profit after tax in individual financial reports.

Title \ Item	The Company				Companies in the consolidated statements			
	2022		2023		2022		2023	
	Total	As a % of net profit	Total	As a % of net profit	Total	As a % of net profit	Total	As a % of net profit
Directors	43,881	7.92	51,659	7.49	44,161	7.97	52,139	7.56
GM and deputy	29,683	5.36	35,154	5.10	29,963	5.41	35,634	5.17
net Profit after tax	554,086	-	689,697	-	554,086	-	689,697	-

The Audit Committee was established by the Company after the comprehensive re-election of shareholders meeting on July 5, 2021. Therefore, starting from 2022, no remuneration was paid to supervisors. The total remuneration for directors in 2022 has decreased compared to the combined total remuneration for directors and supervisors in 2021, due to a decrease in net profit after tax in 2022. The total remuneration for the general manager and deputy general manager in 2022 also decreased compared to 2021, which was also due to a decrease in net profit after tax in 2022.

2. Policies, standards, and combination of remuneration:

- (1) The remuneration for directors of the Company is determined in accordance with Article 19 of the Company's articles of association. The remuneration for directors executing their duties is authorized by the Board of Directors based on their level of involvement and the value of contribution to the Company's operations, taking into consideration industry standards. When the Company generates profits, remuneration is distributed in accordance with Article 25 of the Company's articles of association. The Board of Directors allocates a remuneration not exceeding 2% for director's remuneration.

- (2) The manager's remuneration of the Company is determined based on the "Annual Bonus and Employee Remuneration Disbursement Guidelines," and is in accordance with the Company's annual business performance,

financial status, operating status, and individual job performance. Additionally, if the Company generates profits in the current year, 4% to 10% shall be allocated for employee remuneration in accordance with Article 25 of the Company's articles of association. The evaluation criteria for manager performance consist of the following: 1. Financial Indicators: Distribution is based on the manager's contribution to the Company's profits, taking into consideration their performance and achievement of goals; 2. Non-Financial Indicators: Including the practice of the Company's core values, operational management capabilities, participation in sustainable operations, etc. The remuneration for their operational performance is calculated accordingly. Reviews are conducted periodically based on the actual operational conditions and relevant laws and requirements.

- (3) The composition of remuneration provided by the Company is determined in accordance with the organizational regulations of the Compensation Committee, which includes cash remuneration, stock options, stock bonus issues, retirement benefits or severance payments, various allowances, and other substantial incentive measures. The scope of these components aligns with the guidelines on disclosure requirements for director and manager remuneration in public annual reports of listed companies.

3. Procedures for establishing remuneration:

- (1) To regularly evaluate the salary and remuneration of directors and managers, the assessment results are based on the evaluation results of the Company's "the Performance Evaluation Method of the Board of Directors" and the "Performance Management and Development Methods" applicable to managers and employees. The performance measurement and evaluation scope for the general manager includes key performance objectives related to job responsibilities such as operational safety management, financial supervision, revenue management, and strengthening internal controls, etc.
- (2) In 2022, the performance evaluation results of the Board of Directors, directors, and various functional committees were all above the standard requirements, and the performance evaluation results of the managers of the Company in 2022 were also better than the target standards. Therefore, the Company's annual operational performance assessment results exceeded the established standards.

(3) The rationality of the relevant performance evaluations of the directors and managers of the Company is regularly evaluated and reviewed annually by the Compensation Committee and the Board of Directors. In addition to individual performance and contributions to the Company, the remuneration policy is reviewed timely in accordance with the Company's overall operational performance, actual business conditions, and relevant legal requirements. Furthermore, comprehensively considering the current trends in corporate governance, a reasonable compensation is provided to strike a balance between sustainable business operations and risk management. The actual amount of remuneration disbursed to directors and managers in 2022 is deliberated by the Compensation Committee and submitted to the Board of Directors.

4. The correlation between business performance and future risks:

(1) The review of the Company's remuneration policy related payment standards and systems is primarily based on the overall business performance of the Company, considering the performance and contributions in determining payment standards to enhance the effectiveness of the Board of Directors and the entire organizational team. Additionally, industry compensation standards are considered to ensure that the Company's management-level remuneration remains competitive in the industry, aiming to retain exceptional management talents.

(2) The Company's business performance and risk management are interrelated and combined to ensure that the potential business risks are managed and mitigated. The remuneration policy is periodically reviewed and linked to the overall operational performance and actual business conditions. Important decisions made by the Company's management are carefully evaluated, taking various risk factors into account. The performance of relevant decisions is reflected in the Company's profitability, which in turn relates to the management's remuneration and risk control measures.