

經理人持股政策 Manager Shareholding Policy

一、 政策目的 Policy Purpose

為強化經理人與股東之間利益一致，並提升公司長期經營穩健性與股東價值，本公司訂定經理人持股政策，明確規範經理人應持有之公司股份比例及持有期間。

To align the interests of managers with those of shareholders, and to enhance the company's long-term operational stability and shareholder value, the Company has established this Manager Shareholding Policy to clearly define the required shareholding ratios and holding periods for managers.

二、 持股要求 Shareholding Requirements

職位	最低持股要求 (市值倍數)
執行長	不低於年基本薪資的 10 倍
其他經理人	不低於年基本薪資的 5 倍

「年基本薪資」定義為該經理人近一年核定年薪（不含獎金、分紅）。

Position	Minimum Shareholding Requirement (Market Value Multiple)
CEO	No less than 10 times the annual base salary
Other Managers	No less than 5 times the annual base salary

Definition: "Annual base salary" refers to the approved annual salary for the manager in the preceding year, excluding bonuses and profit sharing.

三、 達成時程 Timeline for Compliance

新任或現任經理人，若持股不足應持有標準，須於自任職日起五年內達到持股要求。

Newly appointed or current managers whose shareholdings do not meet the required standard must achieve the shareholding target within five years from the date of appointment.

四、 監督機制 Monitoring Mechanism

本公司將每年檢視上述適用對象之持股要求達成狀況，以檢視日(含)前30天的平均股價衡量其持股價值。

The Company will review the status of managers' compliance with the above shareholding requirements annually. The value of shareholdings will be assessed based

on the average share price over the 30 days preceding (and including) the review date.

五、 例外條款 Exceptions

一、若遇特殊情況（如退休、長期病假、家庭重大事件），公司得視情況適度展延達標時程。
二、若因公司股價波動，致使經理人持股市值低於應持有標準之 20% 以內，仍視為符合規定。
若持股市值低於應持有標準超過 20%，經理人應於 12 個月內提出計畫補足差額，並向董事長報告。

一、In special circumstances (such as retirement, long-term sick leave, or significant family events), the Company may appropriately extend the timeline for achieving the target shareholding.

二、If the market value of a manager's shareholding falls below the required standard by within 20% due to fluctuations in the Company's share price, it will still be considered compliant. However, if the market value falls more than 20% below the required standard, the manager must propose a plan to make up the shortfall within 12 months and report to the Chairman.

六、 實施與修訂 Implementation and Amendments

本辦法於2025/07/31核定後生效，並得視情況需要，經董事長/總經理核准後修訂之。

This policy shall take effect upon approval on July 31, 2025, and may be amended as necessary with the approval of the Chairman or the CEO.

董事長兼執行長 Chairman and Chief Executive Officer

