

## **SYSAGE Technology Co., Ltd. Articles of Incorporation**

### Article 22:

If there is profit in the year, 5–20% shall be appropriated as the reward for employees and less than 1% as the reward for directors. When there is a deficit, however, the amount shall be reserved to cover the deficit.

The recipients of the employee reward, either by stock or in cash, as stated in paragraph 1 shall include employees meeting specific requirements of the controlled companies or subsidiaries. The Board or its proxy shall be authorized to determine these requirements and the methods of distribution.

### **Remuneration and Incentives**

We have a transparent remuneration policy, endeavor to share operational achievements with employees, and ensure that our pay for employees is competitive in the industry to encourage employees to maximize their competency and ultimately achieve a win-win cycle for both employees and the Company.

To attract and retain excellent talent in technology and share operational achievements with employees, we offer employees competitive pay and rewards based on the concept of pay by position and reward by performance. Based on the duties of employees, we combine with the performance of the company, department, and individual and conduct salary investigation to develop a reasonable and competitive salary system. In addition to the bonuses on three major folk festivals and the year-end bonus, we offer quarterly bonuses to employees based on the quarterly revenue growth to encourage employees to perform better for the company.