

**● 主旨：制定研發創新激勵獎金制度。**

Subject: Implementation of R&D Innovation Incentive Bonus Program.

● 目的：百和集團秉持「人才為本」的核心精神，為激勵與鼓勵同仁持續進步，創新思考優化公司各種工作流程，以提高生產效能，藉以提升公司永續發展及競爭力。

Purpose: To promote continuous improvement, encourage innovation, and enhance operational efficiency, Taiwan Paiho is implementing an R&D Innovation Incentive Bonus Program in line with our "People-Oriented" core value.

● 說明 Eligibility

1. 提案人：實際進行研究並提出改善之人。

Proposer: The individual who conducts research and submits the proposal.

2. 激勵獎金：於通過審議小組審議後依各案內容評定之積分所頒發之獎金。

Bonus: Awarded based on a point system evaluated and approved by the Review Committee.

● 權責 Responsibilities

1. 由審議小組審核申請人之創新提案獎勵之評分。

Review Committee: Reviews and scores proposals.

2. 創新提案負責人：收受提案人提出申請並協助審議小組運行作業內容。

Proposal Coordinator: Receives proposals and assists the review process.

● 申請方式 Application Procedure

1. 提案人需填具《創新提案申請表》及檢附相關文件後，於每月十號以前寄送至創新提案信箱或以紙本提交至總經理室創新提案負責人。如逾提案期限將遞延至次月審理，該案視為次月提交。

The proposer must complete the "Innovation Proposal Application Form" and submit it with supporting documents by the 10th of each month, either to the innovation proposal email or in hard copy to the General Manager's Office. Late submissions will be deferred to the following month.

2. 專利提案小組應於申請人提出申請日起三十日內決議結案。

The Patent Proposal Committee will complete the review within 30 days of the application date.

● 提案信箱 Proposal Email : better.paiho@paiho.com**● 獎勵辦法 Bonus Guidelines**

1. 研發創新提案獎勵金依內部程序文所列標準發放。

R&D innovation proposal bonuses will be awarded according to the standards outlined in internal procedure documents.

2. 各單位一級（含）以上之主管依該部門年度核定申請之提案積分表現作為年度考績之評量。

Department heads at Level 1 and above will be evaluated based on their department's annual performance in proposal points.

3. 本辦法獎勵金對象為提案申請書上所載之提案人，人員有數人時，由該數人於提案申請書上載明貢獻百分比分配獎金並由每位提案人簽名為證。提案獎勵金於評定結果之次月併同薪資發給及列入薪資，詳細資訊請參照內部管理程序文件：【創新提案獎勵辦法各項表格 (GMMA002-01、02)】。

Bonuses will be awarded to proposers listed on the application form. If there are multiple proposers, the distribution ratio must be stated and signed by all proposers. Bonuses will be paid along with the salary in the month following evaluation. Please refer to internal documents: Innovation Proposal Incentive Program Forms (GMMA002-01, 02).

董事長 鄭森棟