

Jia Jie Biomedical Company Limited
Policy, System, Standards, and Structure for the Performance Evaluation and
Compensation of Directors and Managerial Officers

Article 1 Compensation Policy for Directors and Members of Functional Committees

When performing duties for Jia Jie Biomedical Co., Ltd. (the “Company”), Directors and members of functional committees may receive compensation regardless of whether the Company is profitable. Their compensation is approved by the Board of Directors based on the level of involvement in Company operations, contributions made, and reference to compensation levels of peer companies.

If the Company generates profits, compensation for Directors (excluding Independent Directors) shall be distributed in accordance with Article 21 of the Articles of Incorporation.

Article 2 Compensation Standards and Structure for Directors and Functional Committee Members

The Company provides different types of compensation based on the duties performed by Directors and functional committee members, as outlined below:

1. Compensation Structure for Directors (excluding Independent Directors)
 - (1) Attendance Fees for Board Meetings:
Omitted.
 - (2) Transportation Allowance:
Directors attending Board meetings shall receive NT\$10,000 per meeting as a transportation allowance.
 - (3) Profit Distribution for Director Remuneration:
If the Company generates profits for the year, up to 5% of the annual profits may be allocated as Director remuneration.
If there are accumulated losses, such losses must be covered in advance.
The aforementioned “annual profits” refer to profits before tax and before the allocation of employee and Director remuneration.
 - (4) Chairperson Compensation:
Chairperson remuneration is proposed by the Remuneration Committee and approved by the Board of Directors.
Compensation is determined based on the basic remuneration for Directors, taking into consideration the responsibilities of the Chairperson and

benchmarking peer industry compensation levels.

Compensation is prorated based on the number of days served during the year (from the date of assumption of office through the day before the corresponding anniversary date in the following year).

2. Compensation Structure for Independent Directors

(1) Attendance Fees for Board Meetings:

Omitted.

(2) Transportation Allowance:

Independent Directors attending Board meetings shall receive NT\$10,000 per meeting as a transportation allowance.

As Independent Directors concurrently serve on the Remuneration Committee and the Audit Committee, they shall receive NT\$10,000 per meeting for attending each functional committee session.

(3) Independent Director Compensation:

Independent Director remuneration is determined based on their duties as Independent Directors and functional committee members, with reference to compensation levels of peer companies.

3. Compensation Structure for Functional Committee Members

(1) Attendance Fees for Functional Committee Meetings (including Remuneration Committee, Audit Committee, and others):

Omitted.

When the Board completes re-election or undergoes changes, the Company may appropriately adjust compensation for the Chairperson, Independent Directors, or functional committee members based on market salary data, the Company's previous-year performance against business targets, and the level of responsibility undertaken by each individual.

Article 3 Procedures for Determining Director and Functional Committee Member Compensation

1. Compensation for Directors, Independent Directors, and Functional Committee Members

Compensation for Directors, Independent Directors, and functional committee members shall be proposed by the Remuneration Committee and submitted to the Board of Directors for approval.

2. Annual Profit Distribution

(1) Remuneration for Directors (excluding Independent Directors) is paid annually and prorated based on the actual period of service within the year.

- (2) Annual profit distribution for Directors (excluding Independent Directors) shall be proposed by the Remuneration Committee based on each Director's level of participation in Company operations and contributions. The proposal shall be submitted to the Board of Directors for approval and paid after the Annual General Meeting.