Tanvex BioPharma, Inc. 英屬開曼群島商泰福生技股份有限公司 (the "Company")

2022年股東常會開會通知書 Notice of 2022 Annual General Meeting

一、茲訂於台灣時間西元2022年6月17日上午9時30分假台北市中正區中山南路11號10樓張榮發基金會國際會議中心【受理股東報到時間:上午9: 00起,報到處地點 同開會地點 】 舉行本公司2022年股東常會,會議召集事由: (一)報告事項: 1.2021年度營業報告。2.審計委員會審查2021年度決算表冊報告。3.2021年健全營運計畫執行情形報告。(二)承認事項: 1.2021年度營業報告書及合併財務報告案。2.2021年度虧損撥補案。(三)討論事項: 1.修訂本公司取得或處分資產處理程序案。2.修訂股東會議事規則案。3.修訂本公司車程案(本業應以特別決議通過)。4.解除董事 競業禁止案。5.2022年度限制員工權利新股發行案。(四)選舉事項:本公司補選一席獨立董事業。(五)其他議業:解除新任董事競業禁止業。

Please be informed that the Company's 2022 Annual General Meeting (The "Meeting") is scheduled to be convened at CHANG YUNG-FA FOUNDATION International Convention Center, 10F, No. 11, Zhongshan S. Rd., Zhongzheng Dist., Taipei City, Taiwan (R.O.C.), at 9:30 am, June 17, 2022. (The registration time is from 9:00 am at the same venue as the Meeting)

The Agenda of the Meeting: 1.Report Matters

(1)The 2021 Business Report.

(2) Audit Committee's review of the Annual Financial Audit Report of Year 2021

(3)For the 2021 Financial Report and the execution status of Sound Business Plan.

Acknowledgement Matters
 (1)To accept 2021 Business Report and Consolidated Financial Report.

(2)To accept proposal of 2021 loss make-up.

3. Proposals and Discussions:

(1)To amend the Operational Procedures for Acquisition and Disposal of Assets of the Company.

(2)To amend the Rules of Procedure for Shareholders' Meeting of the Company.
(3)To amend the Company's Memorandum and Articles of Association. (To be approved by way of special resolution)

(4) Proposal for release the prohibition on Directors from participation in competitive business (5)To approve the issuance of 2022 Employees' Restricted Share Awards.

4. Election Matters:

By-election of one Independent Director of the Company.

5.Other Discussion Matters

Proposal for release the prohibition on new Independent Director from participation in competitive business

6.Extemporary Motion

二、1.本次股東會董事應選人數:獨立董事1人。

This Annual General meeting shall elect one (1) Independent Director. 2.採提名制之候選人名單:【獨立董事:張俊彦】。

Names of nominated candidates: [Independent Directors: Chang, Jang-Yang ] 3.候選人之學經歷等相關資料之查詢網址爲: [http://mops.twse.com.tw]。

Please refer to http://mops.twse.com.tw for all candidates' detailed education background, experiences and related information.

三、發行西元2022年限制員工權利新股計畫案主要內容:請參閱附件一。 The 2022 Employee Restricted Stock Awards Plan (the "2022 RSA Plan"): Please see the attachment I.

四、依中華民國公開發行公司相關規定應說明其主要內容置於公開資訊觀測站,查詢網址爲: [http://mops.twse.com.tw]。
Pursuant to the applicable public company rules of ROC, the Main Points of certain Discussion Items shall be placed on the website of MarketObservation Post System ("MOPS"), available at http://mops.twse.com.tw.

五、檢奉出席通知書及委託書各壹份, 實股東如決定親自出席者,請於「出席通知書」上簽名或蓋章後(無須寄回),於開會當日攜往會場報到出席:如委託代理人出席時,請於「委託書」上簽名或蓋章,並親填受託代理人姓名及地址後,於開會五日前送達本公司股務代理人中國信託商業 銀行代理部,以憑寄發出席簽到卡予受託代理人。

Please find enclosed the "Notice of Attendance" and "Proxy Statement". Please sign or apply your seal to the "Notice of Attendance" if you plan to attend the Meeting in person on the Meeting date (Do NOT return this by mail). Members/shareholders may appoint a proxy to attend the Meeting on his or her behalf by signing or applying their seal to this "Proxy Statement". Please send out such signed or sealed "Proxy Statement" to the Company's stock agency, the Transfer Agency Department of CTBC Bank, five (5) days prior to the

Meeting date to allow the stock agency to deliver the "Attendance Card" to your proxy.
如有股東徵求委託書,本公司將於西元2022年5月17日製作徵求人徵求資料彙總表冊揭露於證基會網站,投資人如欲查詢,可直接鍵入(https://free.sfi.org.tw)至『委託書免费查詢系統』,輸入查詢條件即可。

If Members solicit proxies for the Annual General Meeting, the Company will compile a summary statement of proxy solicitation and disclose the content in the website of Securities & Futures Institute (SFI) on May 17th ,2022.Members can link with SFI's web address (https://free.sfi.org.tw) for relevant information.

七、本次股東會得以電子方式行使表決權,行使期間為:自西元2022年5月18日至2022年6月14日止,請逕登入臺灣集中保管結算所股份有限公司 「股東會電子投票平台」【https://www.stockvote.com.tw】,依相關說明操作之。

The voting at this Meeting can be exercised by way of electronic method from May 18, 2022 to June 14, 2022. The members/shareholders can log in Electronic Voting Platform of Shareholders' Meeting established by Taiwan Depository and Clearing Corporation (https://www.stockvote.com.tw) directly and cast the vote according to the relevant explanations.

八、本次股東會委託書之統計驗證機構爲中國信託商業銀行代理部。

The proxies shall be tallied and verified by the Transfer Agency Department of CTBC Bank.

九、敬請察照辦理爲荷。

Please fill out the documents as described in the information contained herein.

英屬開曼群島商泰福生技股份有限公司 董事會 Board of Directors of Tanvex BioPharma, Inc.

## COVID-19(新冠肺炎)疫情期間

1.請股東多加利用「股東e票通」(www.stockvote.com.tw)電子投票行使表決權。

2.股東欲出席股東會現場,請自備口罩並全程佩戴,且配合量測體溫。倘股東未佩戴 口罩或經連續量測二次體溫有發燒達額溫攝氏37.5度或耳溫攝氏38度者,禁止股東 進入股東會會場。

3.本公司如因疫情影響,而須變更股東會開會地點,屆時將另行公告。

## COVID-19 Containment Announcement:

1. Shareholders are advised to excise the voting rights online by "Shareholders' e-voting platform" at www.stockvote.com.tw.

2. Shareholders would like to attend the 2022 Annual General meeting in person, please wear your own face mask in meeting room and cooperate with body temperature checking. According to the "Guidelines for COVID-19 Prevention in an Annual General Meeting", if Shareholders don't wear the face mask or have a fever over 37.5°C(forehead temperature)/38°C(ear temperature), Shareholders are not allowed into the meeting.

3.If the venue of 2022 Annual General meeting shall be moved to another place due to the impact of the new coronavirus pandemic, the further announcement will be posted at http://mops.twse.com.tw."

※本次股東常會※ 恕不發放紀念品※ \* \* \* \* \* \* \* \* \* \* \*

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中信銀爲境內外處理股務業務之目的,在法令規定、相關事實或法律關係存續之期 間,就直接或間接(例如透過集保)蒐集與股務相關之您的個人資料,將以書面及/ 或電子等形式處理、利用及/或國際傳輸,例如揭露予公務機關或協助處理股務之 第三人。您得要求查詢、閱覽、製給複本、補充或更正、停止蒐集、處理、利用及 /或國際傳輸或刪除您的個人資料,但中信銀可能因此無法提供您所需服務,亦可 能依法或基於風險管理等因素而得不依您的請求爲之

In order for CTBC Bank Co., Ltd. (CTBC) to handle the stock matters domestically and internationally during the service period stipulated by laws and regulations or the duration of related facts or legal relationship, CTBC will process, use and/or internationally transmit, in the form of writing and/or electronic files and others, such as disclosure to government agencies or a third party assisting the stock matters, your personal information regarding stock matters which has been directly or indirectly collected by CTBC (for example, from TDCC). You may request for inquiry, review, duplicates, supplement, correction and deletion of your personal information or for cease of collection, process, use and/or international transmission of the same. Nevertheless, CTBC may therefore be unable to provide you with the requested services. In addition, CTBC may decline to follow your aforementioned request pursuant to relevant laws or its risk management policy, etc.

# tanvex

#### 2022 Annual General Meeting Notice

100003 台北市中正區重慶南路1段83號5樓 英屬開曼群島商泰福生技股份有限公司股務代理人中國信託商業銀行代理部

https://ecorp.ctbcbank.com/cts/index.jsp 客服語音專線:(02)6636-5566(股票代號:6541) 100003 5th Floor, NO. 83, Sec. 1, Chongqing S. Rd., Taipei, ROC

Tansfer Agency Department of CTBC Bank Co., Ltd. https://ecorp.ctbcbank.com/cts/index.jsp TEL No.:+886-2-6636-5566 (Stock code:6541)

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開會通知請速詳閱

已 付

(限向郵局窗口交寄)

台北郵局許可證

出席通知書 Notice of Attendance

本股東決定親自出席本公司 西元2022年6月17日舉行之 股東常會,請察照。

Please be informed that I/We will attend 2022 Annual General Meeting on June 17, 2022.

英屬開曼群島商泰福生技股份有限公司

To: Tanvex BioPharma, Inc.

股東户號 理

出

股東 戸名

Name of

視自出席簽章處

Signature

K 簽到卡未加蓋中國信託登記章者 無效,股東請勿於此欄蓋章 英屬開曼群島商泰福生技股份有限公司2022年股東常會 This column is reserved for reception desk

中國信託蓋章處 Sealed by CTBC

2022 Annual General Meeting of Tanvex BioPharma, Inc.

出席簽到卡 (111) **Attendance Card** 

時間:西元2022年6月17日上午9時30分

地點:台北市中正區中山南路11號10樓張榮發基金會國際會議中, enue: CHANG YUNG-FA FOUNDATION Internation Center, 10F, No. 11, Zhongshan S. Rd., Zhongzheng Dis Taipei City, Taiwan (R.O.C.)

股東戶號:

Shareholder No

持有股數:

Shareholding



### 委託書填表須 **Proxy Statement Instruction**

- 一、委託書應依公開發行公司出席股東會使用委託書規則及本公司第八次修正之章程第62至72條規定辦理。 The use of proxies is authorized in accordance with the Regulations Governing the Use of Proxies for Attendance at Shareholder Meeting of Public Companies (the "Regulations") and Articles 62 to 72 of the Company's Eighth Amended and Restated Memorandum and Articles of Association.
- 、股東接受他人徵求委託書前,應請徵求人提供徵求委託書之書面及廣告内容資料,或參考公司彙總之徵求 人書面及廣告資料,切實瞭解徵求人與擬支持被選舉人之背景資料及徵求人對股東會各項議案之意見。 Before a member/shareholder accepts the solicitation of a proxy statement, the member/shareholder must request the solicitor to provide the literature and advertisement for solicitation of proxies, or consider the literature and advertisement for solicitation of proxies compiled by the Company in order to gain a practical understanding of the background information of the solicitor and the candidate(s) for director that the solicitor intends to elect, and of the solicitor's opinion on the agenda items in the
- ·股東應使用本公司印發之委託書用紙,委託書與親自出席通知書均簽名或蓋章者,視爲親自出席;但委託 書由股東交付徵求人或受託代理人者視爲委託出席。

Please use the Proxy Statement printed by the Company. In the event that the Company receives both a signed or sealed Proxy Statement AND a Notice of Attendance from a shareholder, the shareholder will be deemed to have attended the Meeting in person unless the Proxy Statement is delivered to the solicitor or proxy agent by the member/shareholder.

- 委託書應由委託人親自簽名或蓋章,並應由委託人親自填具徵求人或受託代理人姓名。但信託事業或股務代 理機構受委託擔任徵求人,及股務代理機構受委任擔任委託書之受託代理人者,得以當場蓋章方式代替之。 The member/shareholder shall sign or affix his/her/its seal on the proxies in person and the solicitor shall fill out the name of the solicitor or proxy agent in person in the Proxy Statement; however, in a situation where a trust enterprise or stock affairs agent acts as the solicitor and a stock affairs agent is mandated to act as the proxy agent, seals affixed on the proxies in substitution shall be permitted.
- 微求人或受託代理人應於委託書上簽名或蓋章,並詳填户號、姓名或名稱、身分證字號或統一編號、住 址。受託代理人如非股東,請於股東戶號欄內填寫身分證字號或統一編號;徵求人如爲信託事業、股務代 理機構,請於股東户號欄內填寫統一編號。

A solicitor or proxy agent shall sign or affix the seal in the Proxy Statement and fill out his/her/its shareholder's number, name, identification number and address. A proxy agent who is not a shareholder of the Company shall fill the identification number or unified business number in the column of Shareholder's Number. If a trust enterprise or stock affairs agent acts as the solicitor, the proxy agent shall fill its unified business number in the column of Shareholder Number.

六、委託書應於開會五日前送達本公司股務代理人中國信託商業銀行代理部;委託書送達股務代理人後,股東 欲親自出席股東會或欲以書面或電子方式行使表決權者,應於股東會開會二日前,以書面向股務代理人爲 撤銷委託之通知;逾期撤銷者,以委託代理人出席行使之表決權爲準。

The Proxy Statement shall be delivered to the Company's stock agent, the Transfer Agency Department of CTBC Bank, at least five (5) days prior to the Meeting date. In the event any shareholder who has appointed a proxy to attend a Meeting later decides to attend the Meeting in person or exercise his voting power by way of a written ballot or through electronic transmission, he shall, at least two (2) days prior to the date of such general meeting, serve the Transfer Agency with a separate written notice revoking his previous appointment of the proxy. Votes by way of proxy shall remain valid if the relevant shareholder fails to revoke his appointment of such proxy before the prescribed time.

委 託 Proxy Statement	書	委託人( <b>股東</b> ) (Proxy by shareholder)	編號 728 泰福-KY Tanvex
1. 兹奏記  東方式代替)為本服東代理人・出席本公司西元2022年6月17日単行之股東常  ・代理人追除下列技能行伐股東維利:  「hereby appoint」 (please fill out in person, affixing the seal is not acceptable) as my proxy agent, with authorization to vote and act on my behalf at the 2022 Annual General Meeting of Tarwer BioPharma, Inc. on June 17, 2022 pursuant to the scope of authorization described below.  「() 八甲基本康東施會議事項行伐股東維利。(企權委託) I grant my proxy full authorization to vote, act on my behalf at the Meeting and act for extemporary motions during the Meeting, (Authorization granted in full scope.)  「2(八甲基本康東施會派事項計伐原東維利。(企權委託)」 I grant my proxy authorization to vote and act on my behalf at the Meeting pursuant to authorized methods of exercise described below: (If neither box is ticked, it will be deemed as "vote-for".) a.2021年度香養康香東及合財財務組造業: To accept 2021 Business Report and Consolidated Financial Report.  (1) 「下が2(2) 「入資付3)」素権 (1) 「下が2(2) 「入身付3)素権 (1) 「下の42(2) 「入身付3)素権 (1) 「下の42(2) 「入身付3)」素権 (1) 「下が42(2) 「入身付3)」素権 (1) 「下が42(2) 「入身付3)」素機 (1) 「下が42(2) 「入身付3)」素機 (1) 「下が42(2) 「入身付3)」素機	Offering cash or non-cash consideration in exchange for proxies is prohibited for Proxy solicitation.  一、發現違法取得及使用委託書,可	股東户號 No. 岐名或名稱Name 持有股數 Shareholding	簽名或蓋章 Sign or Seal
To amend the Operational Procedures for Acquisition and Disposal of Assets of the Company.  (1)   ***********************************	檢附具體事證向   集保結算所檢   舉,經查證屬實	微 求 人 Solicitor	簽名或蓋章 Sign or Seal
To amend the Rules of Procedure for Shareholders' Meeting of the Compan mend the Rules of Procedure for Shareholders' Meeting of the Company and Procedure for As 与音程章(本意以特別法議通過): To amend the Company's Memorandum and Articles of Association. (To be approved by way of special resolution) (11) 章点(2) 反射(3) 本權 (11) For (2) Against(3) Abstain fi Asset	者,最高給予檢 學獎金十萬元, 檢學電話: (○二)二五四七 三七三三。 Please report to Taiwan	户 號 No. 社名或名稱 Name	
By-election of one Independent Director of the Company. i.解除新任董事提集禁止董言 Proposal for release the prohibition on new Independent Director from participation in competitive business.	("TDCC")	受託代理人 Proxy Agent	簽名或蓋章 Sign or Seal
(1) 骨茂(2) ○反射(3) 条標 (1) □For (2) ○内ainst(3) ○Abstain j. 施計物議 Extemporary Motion. 2. 本版東未於前項□內均遅投標能謂及同時均運者、視為全機委託、但版務代理機構接任受託代理人者、不得接受機委託、代理人應依前項(二)之投權内容行使取棄權利。 If neither authorization scope box is checked in the former item, it will be deemed as "authorization granted in full scope". However, whenever a stock affairs agent is mandated to act as the proxy agent, no authorization granted in full scope shall be permitted. The proxy agent shall vote and act on behalf the Member/Shareholder pursuant to authorization methods of exercise described as item 1.(2). 3. 本版未代理人得對會議解計章位全機處理之。 The proxy agent may have the authorization to act on the Member/Shareholder 's behalf for extemporary motions during the Meeting. 4. 清新出席遊失出席業列卡)等文代理人政教、如因政政期間。本委託書仍易有效(保此一會期)。Please deliver the Attendance Card to the proxy agent. This Proxy will	verified by TDCC, the person making the report will be granted a reward	户 號 No. 姓名或名稱Name 身分避牙说DNo.	
remain effective for any adjournment or postponement of the Meéting. 此 数to 英島剛曼群島商泰福生技股份有限公司 技權日期 年 月 日 Tanvex BioPharma, Inc. Date of Authorization:	up to NTD 100,000. Report phone number: +886 2 25473733	住 址Address	

徵求場所及人員簽章處:

-:發行西元2022年限制員工權利新股計畫案主要內容

Attachment I: The 2022 Employee Restricted Stock Awards Plan (the "2022 RSA Plan"): (一)發行總額:本次限制員工權利新股之發行總數為1,500,000股普通股,每股面額新台幣10元

Expected total number of the Restricted Stock Awards ("RSA") issuance: 1,500,000 ordinary shares, with par

value NT\$ 10 per share. (二)發行價格:每股無償發行

Value N1\$ 10 per snare.

(二)發行價格:每股無價發行。
Issue price: Each RSA will be issued without consideration.

(三)發行條件:既得條件:1.指標甲:員工於公司服務年資滿1年以上,並達成各年度員工個人績效考核高於4(含)以上,可分別達成保條件之股份比例如下:(1)獲配限制員工權利新股當年度:50%(2)獲配限制員工權利新股次年度:50%。2.指標乙:對本公司營建業務發展有重要貢獻之員工。獲配對象:A本公司開發之生物相似藥產品取得此美或歐洲藥證有貢獻之主要人員。i.既得時點:時點!:本限制員工權利新股發行日起1年內,取得北美或歐洲任一國家主管機關核發之一張藥證;時點!:本限制員工權利新股發行日起1年內,取得北美或歐洲任一國家主管機關核發之一張藥證;時點!:本限制員工權利新股發行日起2年內,取得北美或歐洲任一國家主管機關核發之一張藥證;時點!可既得50%限制員工權利新股發行因起2年內,取得100%限制員工權利新股。屬於本指標之限制員工權利新股發行後,若指標獲配對象於既得時點未在職時,視為未達既得條件,本公司將依法無價收避其證銷。B.委託開發暨製造服務相關業務有貢獻之主要人員。i.既得時點:時點!:本限制員工權利新股發行日起,委託開發暨製造服務累積營收達美金而千萬以上;時點!可既得50%限制員工權利新股,時點!|可累計既得100%限制員工權利新股。屬於本指標之限制員工權利新股發行後,若指標獲配對象於既得時點未在職時,視為未達既得條件,本公司將依法無價收回其股份並辦理註銷。C.新產品開發有功之主要人員。i.既得時點:本限制員工權利新股發行日起2年內,本公司成功技轉大分予開發產品之合約生效日。i.既得比例:事實發生日可既得100%之限制員工權利新股。屬於本指標之限制資工權利新股發行後,若指標獲配對象於既得時點未在職時,視為未達既得條件,本公司將依法無價收回其股份並辦理注銷。
The terms and conditions of issuance: Vesting conditions: 1.Index A: if an employee who has served in the company for 1 year or more and scores 4 or higher for his/her personal annual performance review in each year, the ratios of granted shares to be vested to the employee are set forth as follows: (1) In the year when the restricted shares are granted: 50% (2) In the second year following the restricted shares are granted: 50%. (2) In the second year following the restricted shares are granted: 50%. (2) In the second year following the restricted shares are granted: 50%. (2) In the second year following the restricted shares are granted: 50%. 2.Index B: employees: A.Key personnel contribution to the operation and business development of the Company. Eligible employees: A.Key personnel contribution to the operation and business development of the Company. Eligible employees: A.Key personnel contribution to the operation and North American or European market authorization to a bioscipilar reduct developed by the Company. Vesting milestones: Milestone i: A market

2.Index B: employees with a significant contribution to the operation and business development of the Company. Eligible employees: A.Key personnel contributing to the granting of a North American or European market authorization to a biosimilar product developed by the Company. i. Vesting milestones: Milestone I: A market authorization granted by the competent authority of any country in North America or Europe is obtained within a year from the date of issuance of the restricted shares. Milestone II: A second market authorization granted by the competent authority of any country in North America or Europe is obtained within two years from the date of issuance of the restricted shares. ii. Vesting ratio: 50% are vested upon the completion of milestone I, and 100% are vested cumulatively upon the completion of milestone II. After the restricted shares of this index are issued, an employee will be deemed to fail to fulfill the vesting conditions if not in employment at the time of a milestone, in which case the Company will duly reacquire the shares of the employee gratis and cancel the same. B. Key personnel contributing to contract development and manufacturing related business. i. Vesting milestones: personnel contributing to contract development and manufacturing related business. i. Vesting milestones: Milestone I: The operating revenue of a single contract research and manufacturing project reaches USD 10 million or above from the date of issuance of the restricted shares. Milestone II: The cumulative operating revenue of contract research and manufacturing reaches USD 20 million or above from the date of issuance of the restricted shares. Iii. Vesting ratio: 50% are vested upon the completion of milestone I, and 100% are vested cumulatively upon the completion of milestone II. After the restricted shares of this index are issued, an employee will be deemed to fail to fulfill the vesting conditions if not in employment at the time of a milestone, in which case

the Company will duly reacquire the shares of the employee gratis and cancel the same.

C. Key personnel contributing to new product development. i. Vesting milestones: the effective date of the agreement concerning the Company's successful technology transfer or license of biologics product within two years from the date of issuance of the restricted shares. ii. Vesting ratio: 100% are vested on the date of

years from the date of issuance of the restricted shares. II. Vesting ratio: 100% are vested on the date of occurrence of the fact. After the restricted shares of this index are issued, an employee will be deemed to fail to fulfill the vesting conditions if not in employment at the time of a milestone, in which case the Company will duly reacquire the shares of the employee gratis and cancel the same.

(四)員工資格條件及得獲配或認購之股數:以限制員工權利新股授予日當日已到職之本公司、國內子公司及國外子公司之全職正式員工爲限。實際獲配之員工及股數,將依相關法令於參酌績效表現、整體貢獻、特殊功績或其它管理上需參考之條件與公司營運需求與發展策略等因素,由董事長提案後提報董事會同意。如被授予員工亦爲本公司之董事或經理人,由董事長提案經辦酬委員會獲成發展報事會同意。

Qualifications and conditions for employees and the numbers of shares distributable or subscribable. The aligible

學或經理人,由重事表提案經新酬委具實複核複提報重事實同意。
Qualifications and conditions for employees and the numbers of shares distributable or subscribable: The eligible employees are limited to the employees of the Company or of the domestic and foreign subsidiaries who serve as the full-time employees before the RSA are granted.

The eligible employees who are granted restricted shares and the number of shares granted shall be determined by the Board Chairperson by taking into consideration of their performance, entire contribution, and specific merit, as well as the Company's operating needs and as required for the business development strategies, with a proposal to be submitted to the Board of Director for approved by the Compensation Committee and then the Board. take positions of Directors or Officers shall be first approved by the Compensation Committee and then the Board

(五)辦理本次限制員工權利新股之必要理由:本公司爲吸引及留任本公司所需人才,並激勵員工及提升員工向心力,以期共同創造公司及股東之利益。

The reasons why it is necessary to issue the new RSAs: To attract and retain professional personnel needed by the Company, to motivate employees and enhance their centripetal force so as to jointly create the Company's

(六)可能費用化之金額、對公司每股盈餘稀釋情形及其他對股東權益影響:概估四年可能費用化之金額爲新台幣87,150,000元,每股盈餘稀釋情形的新台幣0.247元,本次預計發行股數佔公司已發行股份總數(截至西元2021年12月底爲352,454,701股)比率約爲0.43%。惟限制員工權利新股尚未既得前,不計入流通在外股權數,故上述提及對每股盈餘之稀釋作用將待既得時逐期反映。

限制真工權利新股發行辦法。 Limitations to Rights Prior to Vesting Conditions are Met after New Shares are vested: 1.The grantee employee

Limitations to Rights Prior to Vesting Conditions are Met after New Shares are vested: 1. The grantee employee shall not sell, transfer, make gift of, create other rights or encumbrances on the RSAs, or otherwise dispose of the RSAs in any other manner. 2. All the rights to attend, the proposal rights, motion rights, speech rights, voting rights and any other shareholder rights shall be exercised by the trustee or the custodian (as applicable). 3. The restrictions (including but not limited to transfer restrictions and vesting conditions) applicable to any and all unvested RSAs (and any share derived from such RSAs for whatever reason, including share dividend, retained earning capitalization, recapitalization, reserve capitalization and any cash distributed based on such RSAs for whatever reason, including cash dividend and distribution of capital reserve in the form of cash) shall equally apply to any share derived, directly or indirectly, from and cash distributed based on such unvested RSAs for whatever reason, including share dividend, retained earning capitalization, recapitalization, reserve capitalization, cash dividend and distribution of capital reserve in the form of cash, and any interests (collectively, the "Restricted Share and Cash Distribution"). For the avoidance of doubt, for the purpose of this Plan, the unvested RSAs shall include all the corresponding Restricted Share and Cash Distribution, which are subject to the same restrictions and thus unvested. 4.In the case that the grantee employee is an ROC citizen, such employee shall, immediately after the Company issues the RSAs to such employee, trust such RSAs to the trustee designated by the Company in accordance with the Company's instruction and, unless otherwise provided hereunder, shall be the Company in accordance with the Company's instruction and, unless otherwise provided hereunder, shall be continuously trusted till the full satisfaction of the vesting conditions. Any and all the Restricted Share and Cash Distribution derived from the unvested RSAs shall also be put in the trust. In the case that the grantee employee is non-ROC citizen, such employee shall put the RSA with a custodian bank for custody. 5.Employee's failure to meet the vesting conditions, termination or in the event of succession: Unless otherwise provided in the Plan, RSA failing to meet the vesting conditions shall be reacquired and cancelled by the Company without compensation. 6.Other conditions of the plan please refer to the Plan.