

Components of Executive Compensation

COMPONENT	DESCRIPTION
Base Salary	<ul style="list-style-type: none">• Fixed Annual Amount Based on Role, Experience, and Market Competitiveness
Short-Term Incentives	<ul style="list-style-type: none">• Cash Rewards Based on Predetermined Targets• Includes Annual Bonuses and Profit-Sharing Plans
Long-Term Incentives	<ul style="list-style-type: none">• Non-cash Rewards Providing Potential Upside• Includes Stock Options, Restricted Stock, and Performance Shares
Benefits and Prerequisites	<ul style="list-style-type: none">• Non-salary Benefits Providing Financial Security, Well-Being Support, and Job Satisfaction• Includes Retirement Plans, Health/Insurance Benefits, and Fringe Benefits

Readings In Executive Compensation

Minjie Lin



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