

CTCI Group Elite Scholarship Selection Policy

I. Purpose

This Scholarship Selection Policy is specially formulated to reward young students for their outstanding learning attitude and academic results, invest in specialized schools and train professional talents in the engineering field.

II. Applicable Subject

Students enrolled in a master's degree related to the Company's business.

III. Qualifications (must meet all of the following conditions)

1. Academic results: Master's degree year 1 freshman with an average score of over 80 in the four years in the university; Master's degree year 1 and 2 students with an average score of above 80 in the previous semester.
2. Language proficiency: above 500 scores in TOEIC test or equivalent test scores, such as above 52 in TOEFL iBT, above 4.5 in IELTS.
3. Conduct performance: Conduct grade A or above 80 scores and no punishment record of above minor demerit in school.
4. Scholarship winners who wish to work in CTCI Group after graduation and are not awarded scholarships accompanied by service obligations from other companies.

IV. Scholarship Subsidy

NT\$60,000 per semester (relevant taxes and insurance fee shall be deducted in accordance with laws)

V. Time of Application

From now until 31 October 2022

VI. How to Apply

Accept "individual registration" or "recommended by the department", please prepare and scan the application documents into a single PDF file and email to ctci.campus@ctci.com, subjected with "Elite Scholarship: School / Department / Name," before the deadline of the application.

VII. Review Process

1. First stage (qualification review): Applicants must prepare all of the following documents for review.
 - (1) Application form (e.g. attachment)
 - (2) CV, an autobiography (about 500 words of self-introduction, career planning, etc.)
 - (3) A copy of professor referral
 - (4) An original transcript of a four-year degree (year 1 freshmen, year 1 and 2 students), an original transcript of a graduate school (year 1 and 2 students)

- (5) A copy of a master's degree admission certificate or student ID
 - (6) Language Proficiency Test
 - (7) Certificates, contests or projects, academic research, and other related materials
2. Second stage (department interview): Qualified applicants who have passed the qualification review shall prepare a PowerPoint (5-10 pages) of paper information including a self-introduction, career planning, reading plans, or projects, and attend the interview at the Company on the date provided by the human resources department.
 3. Admission notice: The Company will notify by email and telephone. Successful applicants must complete the paper contract and return it within two weeks of receiving the notice. Overdue delivery of such documents, which is determined by the reply postmark date, will be deemed as giving up the admission and subsidy opportunity.

VIII. Rights and Obligations

1. Contract validity period: Applicants must fully participate in the program during the semester. For example, master's degree year 1 applicants must participate in all four semesters; master's degree year 2 applicants must participate in two semesters, subject to a maximum scholarship application of 4 semesters.
2. Scholarship application: Except for the first semester of the application, a transcript of the previous semester and an enrollment certificate of the current semester shall be provided each semester in accordance with the notice from the responsible staff of the human resources department, and submit it within one month of the start of the semester. Scholarship for that semester will be issued after the qualification is reviewed.
3. Internship plan: Successful applicants shall serve as an intern at the Company before graduation for 2 months for master's degree year 1 applicants (not necessarily be consecutive but should be 1-month minimum) and 1 month for master's degree year 1 applicants. The location is our headquarter in Taipei. Addition salary will be provided during the internship.
4. Employment plan: Master's degree year 1 successful applicants shall work at the Company within 1 month upon graduation from the master's degree or military service. Each application of the scholarship is bound to a service period of half a year, each additional application scholarship will extend the service period for half a year, and so on. The salary shall be determined in accordance with the salary review policy of the Company for the year.

IX. Reclaiming Scholarship

1. If an applicant is disqualified from receiving the scholarship as a result of the following circumstances, the Company will stop issuing the scholarship and reclaim the full amount of scholarship claimed.
 - (1) Application for student status retention, postponing graduation, suspension, withdrawal or received a punishment of minor demerit or above by the school.
 - (2) Application documents are proven to be false or forged.

- (3) Simultaneously receiving other scholarships with service obligations or bound by service obligations.
 - (4) Fail to start working at the Company within 1 month of graduation (including graduation from military service) or fail to complete the service period.
 - (5) Violation of the laws and sentenced.
2. Successful applicants are not required to return the scholarship under the following circumstances:
 - (1) Applicants, who are determined by a doctor to be incompetent to work for the Company due to injuries, deaths, physical damage or mental abnormalities caused by accidents and illnesses, are exempt from recovering scholarships they have received.
 - (2) The Company should notify the scholarship recipient 3 months before graduation (retirement from military service) if manpower is not needed.

X. Supplementary Notes

1. Applicants are deemed to agree with the contents of the policy above.
2. For the group introduction, please refer to the website of CTCI Group
<http://www.ctci.com>
 - (1) CTCI Corporation : www.ctci.com
 - (2) CTCI Machinery Corporation : www.mac.ctci.com
 - (3) CTCI Advanced Systems Inc. : www.asi.ctci.com
 - (4) CTCI Smart Engineering Corporation : www.sec.ctci.com
 - (5) CTCI Resources Engineering Inc. : www.rei.ctci.com
 - (6) ECOVE Environment Corporation : www.ecove.com
3. Any unspecified matters related to this policy should be amended by the Company and announced on the Company's website.