

2. Range of compensation to directors

Range of compensation to directors	Name of directors			
	Director's compensation		Director's compensation + Compensation as an employee	
	On a stand-alone basis	On a consolidated basis	On a stand-alone basis	On a consolidated basis
NT\$0~NT\$999,999	Richard M. Tsai, Frank Lin, Chris Tsai, Jamie Lin	Richard M. Tsai, Frank Lin, Chris Tsai, Jamie Lin	Richard M. Tsai, Frank Lin, Chris Tsai	Richard M. Tsai, Frank Lin, Chris Tsai
NT\$1,000,000~NT\$1,999,999	TCC Investment Co., Ltd., TCCI Investment and Development Co., Ltd.	TCC Investment Co., Ltd., TCCI Investment and Development Co., Ltd.	TCC Investment Co., Ltd., TCCI Investment and Development Co., Ltd.	TCC Investment Co., Ltd., TCCI Investment and Development Co., Ltd.
NT\$2,000,000~NT\$3,499,999	—	—	—	—
NT\$3,500,000~NT\$4,999,999	—	—	—	—
NT\$5,000,000~NT\$9,999,999	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue
NT\$10,000,000~NT\$14,999,999	Fu-Chi Investment Co., Ltd.	Fu-Chi Investment Co., Ltd.	Fu-Chi Investment Co., Ltd.	Fu-Chi Investment Co., Ltd.
NT\$15,000,000~NT\$29,999,999	—	—	Jamie Lin	—
NT\$30,000,000~NT\$49,999,999	—	—	—	Jamie Lin
NT\$50,000,000~NT\$99,999,999	Daniel M. Tsai	Daniel M. Tsai	Daniel M. Tsai	Daniel M. Tsai
NT\$100,000,000 and above	—	—	—	—
Total	13	13	13	13

3. Management executives' compensation

Unit: NT\$

Title and name	President, Jamie Lin; Senior Vice President and Chief Technology Officer, Tom Koh; Vice President and Chief Data Officer, Eddie Chan; Vice President and Chief Enterprise Business Officer, C.H. Wu; Vice President and Chief Information Officer, Rock Tsai; Vice President and Chief Consumer Business Officer, Tony Lin; Vice President and Chief Financial Officer, George Chang; Vice President and Chief Regulatory Officer, C.H. Jih; Vice President, Jay Hong; Vice President, Steve Chou; Vice President, Joan Hung; Vice President, Shirley Chu; Vice President, Kate Chen; Vice President, Ming-Tung Wu; Vice President, Luke Han; Vice President, Shing Chu; Vice President, Daphne Lee; Vice President, Iris Liu; Vice President, Naomi Lee; Vice President, David Lin; Vice President, Vincent Wu; Vice President, Eric Lin; Vice President, Peter Pan Resigned managers: Vice President and Chief Strategy Officer, Tim Lee	Total	
Salary (A)	Stand-alone	99,571,999	
	Consolidated	100,291,999	
Pension (B) *	Stand-alone	2,067,900	
	Consolidated	2,067,900	
Performance-based salary (C)	Stand-alone	71,202,345	
	Consolidated	71,814,064	
Earnings paid as bonus to employees (D)	Stand-alone	Cash	42,561,168
		Stock	-
	Consolidated	Cash	42,561,718
		Stock	-
A+B+C+D *as a % of net profit	Stand-alone	215,403,412 1.7549%	
	Consolidated	216,735,681 1.7658%	
Compensation from investees other than subsidiaries		2,743,272	

Note 1: The Company's contribution to employees' pension account, not actual amount paid.

Note 2: Figures do not include compensation paid to company drivers, which totaled NT\$1,539,705.

4. Range of compensation to management executives

Range of compensation to management executives	Name of management executives	
	On a stand-alone basis	On a consolidated basis
NT\$0~NT\$999,999	Shing Chu, Peter Pan	Shing Chu, Peter Pan
NT\$1,000,000~NT\$1,999,999	-	-
NT\$2,000,000~NT\$3,499,999	Eric Lin	Eric Lin
NT\$3,500,000~NT\$4,999,999	-	-
NT\$5,000,000~NT\$9,999,999	Eddie Chan, C.H. Wu, Tim Lee, C.H. Jih, Jay Hong, Steve Chou, Joan Hung, Shirley Chu, Kate Chen, Ming-Tung Wu, Luke Han, Daphne Lee, Iris Liu, Naomi Lee, David Lin, Vincent Wu	Eddie Chan, C.H. Wu, Tim Lee, C.H. Jih, Jay Hong, Steve Chou, Joan Hung, Shirley Chu, Kate Chen, Ming-Tung Wu, Luke Han, Daphne Lee, Iris Liu, Naomi Lee, David Lin, Vincent Wu
NT\$10,000,000~NT\$14,999,999	Tom Koh	Tom Koh
NT\$15,000,000~NT\$29,999,999	Jamie Lin, Rock Tsai, Tony Lin, George Chang	Jamie Lin, Rock Tsai, Tony Lin, George Chang
NT\$30,000,000~NT\$49,999,999	-	-
NT\$50,000,000~NT\$99,999,999	-	-
NT\$100,000,000 and above	-	-
Total	24	24

Note: Compensation paid to managers in the above table was based on their tenure in 2023. Compensation paid to managers who also served as directors is detailed in the "Directors' compensation" table.

5. Compensation mix of management executives

Title and name	Salary and pension	Performance-based salary	Earnings paid as bonus to employees
President, Jamie Lin	37.8%	41.7%	20.5%
Senior Vice President and Chief Technology Officer, Tom Koh	48.6%	29.0%	22.4%
Vice President and Chief Data Officer, Eddie Chan	50.1%	29.0%	20.9%
Vice President and Chief Enterprise Business Officer, C.H. Wu	49.9%	29.3%	20.8%
Vice President and Chief Information Officer, Rock Tsai	44.7%	30.9%	24.4%
Vice President and Chief Consumer Business Officer, Tony Lin	38.4%	30.2%	31.4%
Vice President and Chief Financial Officer, George Chang	43.2%	41.1%	15.7%
Vice President and Chief Strategy Officer, Tim Lee*	98.6%	1.4%	0.0%
Vice President and Chief Regulatory Officer, C.H. Jih	7.0%	90.0%	3.0%
Vice President, Jay Hong	56.0%	27.6%	16.4%
Vice President, Steve Chou	51.0%	27.8%	21.2%
Vice President, Joan Hung	50.0%	28.8%	21.2%
Vice President, Shirley Chu	49.4%	29.9%	20.7%
Vice President, Kate Chen	46.7%	32.1%	21.2%
Vice President, Ming-Tung Wu	49.0%	30.2%	20.8%
Vice President, Luke Han	51.1%	26.9%	22.0%
Vice President, Shing Chu	55.4%	28.1%	16.5%
Vice President, Daphne Lee	50.0%	30.9%	19.1%
Vice President, Iris Liu	50.3%	30.4%	19.3%
Vice President, Naomi Lee	47.8%	33.5%	18.7%
Vice President, David Lin	47.4%	33.1%	19.5%
Vice President, Vincent Wu	49.4%	31.5%	19.1%
Vice President, Eric Lin	55.2%	30.0%	14.8%
Vice President, Peter Pan	47.6%	39.2%	13.2%

* Resigned

6. Employee profit sharing paid to management executives

Unit: NT\$

Title and name	Stock bonus	Cash bonus	Total	As a % of net profit
President, Jamie Lin Senior Vice President and Chief Technology Officer, Tom Koh Vice President and Chief Data Officer, Eddie Chan Vice President and Chief Enterprise Business Officer, C.H. Wu Vice President and Chief Information Officer, Rock Tsai Vice President and Chief Consumer Business Officer, Tony Lin Vice President and Chief Financial Officer, George Chang Vice President and Chief Regulatory Officer, C.H. Jih Vice President, Jay Hong Vice President, Steve Chou Vice President, Joan Hung Vice President, Shirley Chu Vice President, Kate Chen Vice President, Ming-Tung Wu Vice President, Luke Han Vice President, Shing Chu Vice President, Daphne Lee Vice President, Iris Liu Vice President, Naomi Lee Vice President, David Lin Vice President, Vincent Wu Vice President, Eric Lin Vice President, Peter Pan	-	42,561,168	42,561,168	0.3468%

Compensation of directors and management executives as a percentage of net income over the past two years and guiding principles

1. Directors' compensation

Unit: NT\$

Type	Year	Directors' compensation	Net income	As a % of net income
On a stand-alone basis	2022	117,359,557	11,025,550,663	1.0644%
	2023	136,806,718	12,274,109,034	1.1146%
On a consolidated basis	2022	136,703,235	11,025,550,663	1.2399%
	2023	154,128,898	12,274,109,034	1.2557%

Guiding principles for compensation of directors

Remuneration policies, standards and package

- (1) Directors' (including independent directors) remuneration and compensation are paid according to the Company's Articles of Incorporation and Rules for Setting Director's Remuneration as approved by the board. Remuneration or other equivalent allowance for directors is based on their involvement in the Company's operations, contribution to the Company and industry norms. Compensation paid to directors is pursuant to the ratio specified in the Company's Articles of Incorporation, when the company makes a profit.

The assessment of director's remuneration and compensation mainly refers to operational performance and industry benchmarks, which are reviewed by the Remuneration and Nomination Committee and the Board of Directors.

- (2) Transportation allowances are paid based on attendance in board meetings and for services rendered as the chairman or a member of the Audit Committee, Remuneration and Nomination Committee or ESG Steering Committee.

Procedures for setting remuneration

- (1) In accordance with the Company's Articles of Incorporation, compensation paid to directors shall not exceed 0.3% of the Company's annual profit after deducting losses from previous years.
- (2) Directors' remuneration and transportation allowances are determined in accordance with the Rules for Setting Director's Remuneration.

Performance factor

According to the Company's Articles of Incorporation, directors' remuneration shall be based on the Company's operating profit. Directors' remuneration is assessed based on their contribution to the operations of the Company and the board. The Company also has Rules for Setting Director's Remuneration, and the Remuneration and Nomination Committee reviews the compensation mechanism periodically, taking future operating risks, environmental conservation and sustainable development into consideration.

2. Compensation of management executives

Unit: NT\$

Type	Year	Compensation of management executives	Net profit	As a % of net profit
On a stand-alone basis	2022	210,150,604	11,025,550,663	1.9060%
	2023	215,403,412	12,274,109,034	1.7549%
On a consolidated basis	2022	218,636,152	11,025,550,663	1.9830%
	2023	219,478,953	12,274,109,034	1.7881%

Guiding principles for compensation of management executives

Remuneration policies, standards and package

- (1) Compensation paid to the president and vice presidents comprises a fixed monthly salary and performance bonus.
- (2) Performance bonuses are determined based on the president's or the vice president's contribution to the Company and the results of an annual performance appraisal. The above-mentioned bonuses have been proposed by the Remuneration and Nomination Committee for approval at the board meeting.

Procedures for setting performance bonuses

- (1) In accordance with the Company's Articles of Incorporation, employee profit sharing shall come from a pool of 1% to 3% of the Company's annual net income after deducting losses from previous years.
- (2) Year-end bonuses are set based on the Company's performance and the annual budget approved by the board and the chairman.

Performance factor

- (1) Variable compensations in the form of employee profit sharing and performance-based bonuses account for approximately 40% to 50% of the remuneration and are determined based on the president's or vice president's contribution to the Company's operations. The Company shall review the compensation mechanism periodically, taking future operating risks, environmental conservation and corporate sustainable development into consideration. To strengthen the link between corporate sustainable development and managers' compensation, the Company links 30% of its managers' variable compensation to ESG and other metrics.
- (2) The Human Resources Division is tasked with preparing the annual compensation for the president and vice presidents and submitting a report to the Remuneration and Nomination Committee.