

## Compensation to Directors and Management Executives

### 1. Directors' compensation

Unit: NT\$

Title	Name	Representative	Directors' compensation								A+B+C+D *as a % of net profit		Compensation as an employee								A+B+C+D+E+F+G *as a % of net profit		Compensation from investees other than subsidiaries		
			Cash compensation (A)		Pension (B)		Director's remuneration (C)		Professional fee (D)				Performance-based salary (E)		Retirement pay of employees (F)		Earnings paid as bonus to employees (G)								
			Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone	Consolidated	Stand-alone		Consolidated			Stand-alone	Consolidated
																			Cash	Stock	Cash	Stock			
Chairman	Fu-Chi Investment Co., Ltd.	Daniel M. Tsai	48,736,400	59,352,580	-	-	12,237,431	12,237,431	2,189,390	2,491,390	63,163,221	74,081,401	22,320,537	22,320,537	-	-	4,264,926	-	4,264,926	-	89,748,684	100,666,864	7,725,498		
Director	Fu-Chi Investment Co., Ltd.	Richard M. Tsai																							
Director	Fu-Chi Investment Co., Ltd.	Chris Tsai																							
Director	TCC Investment Co., Ltd.	Jamie Lin																							
Independent Director	Hsueh-Jen Sung		7,200,000	7,200,000	-	-	18,356,150	18,356,150	2,054,723	2,054,723	27,610,873	27,610,873	-	-	-	-	-	-	-	-	27,610,873	27,610,873	700,000		
Independent Director	Char-Dir Chung																								
Independent Director	Hsi-Peng Lu																								
Independent Director	Tong Hai Tan																								
Independent Director	Drina Yue																								

Note 1: According to the Company's Articles of Incorporation and the Rules for Setting Director's Remuneration, directors' remuneration is determined based on their duties, risks and involvement. The Remuneration and Nomination Committee reviews the compensation mechanism periodically.

Note 2: The figures in the table include expenses for company cars and gasoline reimbursement, but do not include compensation paid to company drivers, which totaled NT\$763,298.

Note 3: In addition to the above table, remuneration paid to directors for their services to all consolidated entities (such as consultants who are not employees) totaled NT\$3,464,062.

## 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, Chris Tsai, Jamie Lin	Richard M. Tsai, Chris Tsai, Jamie Lin	Richard M. Tsai, Chris Tsai	Richard M. Tsai, Chris Tsai
NT\$1,000,000~NT\$1,999,999	—	—	—	—
NT\$2,000,000~NT\$3,499,999	TCC Investment Co., Ltd.	TCC Investment Co., Ltd.	TCC Investment Co., Ltd.	TCC Investment Co., Ltd.
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, Fu-Chi Investment Co., Ltd.	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Fu-Chi Investment Co., Ltd.	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Fu-Chi Investment Co., Ltd.	Hsueh-Jen Sung, Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Fu-Chi Investment Co., Ltd.
NT\$10,000,000~NT\$14,999,999	—	—	—	—
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	11	11	11	11

### 3. Management executives' compensation

Unit: NT\$

<b>Title and name</b>	President, Jamie Lin; Senior Vice President and Chief Technology Officer, Tom Koh; Vice President and Chief Strategy Officer, Tim Lee; Vice President and Chief Data Officer, Eddie Chan; Vice President and Chief Financial Officer, George Chang; Vice President and Chief Information Officer, Rock Tsai; Vice President and Chief Consumer Business Officer, Tony Lin; Vice President, C.H. Wu; Vice President, Luke Han; Vice President, Joan Hung; Vice President, Jay Hong; Vice President, Shirley Chu; Vice President, Ming-Tung Wu; Vice President, Steve Chou; Vice President, Kate Chen; Vice President, David Lin; Vice President, Daphne Lee; Vice President, Iris Liu; Vice President, Naomi Lee; Vice President, Vincent Wu Resigned managers: Executive Vice President and Chief Financial Officer, Rosie Yu; Vice President, Michael Teng	Total	
<b>Salary (A)</b>	Stand-alone	103,541,031	
	Consolidated	104,021,031	
<b>Pension (B) *</b>	Stand-alone	1,958,100	
	Consolidated	1,958,100	
<b>Performance-based salary (C)</b>	Stand-alone	75,117,076	
	Consolidated	75,502,780	
<b>Earnings paid as bonus to employees (D)</b>	Stand-alone	Cash	29,534,397
		Stock	—
	Consolidated	Cash	29,534,397
		Stock	—
<b>A+B+C+D *as a % of net profit</b>	Stand-alone	210,150,604 *1.9060%	
	Consolidated	211,016,308 *1.9139%	
<b>Compensation from investees other than subsidiaries</b>		7,619,844	

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\$2,012,646.

### 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	—	—
NT\$1,000,000~NT\$1,999,999	—	—
NT\$2,000,000~NT\$3,499,999	Luke Han, Vincent Wu	Luke Han, Vincent Wu
NT\$3,500,000~NT\$4,999,999	—	—
NT\$5,000,000~NT\$9,999,999	Eddie Chan, George Chang, Tony Lin, C.H. Wu, Joan Hung, Jay Hong, Shirley Chu, Ming-Tung Wu, Steve Chou, Kate Chen, David Lin, Daphne Lee, Iris Liu, Naomi Lee, Michael Teng	Eddie Chan, George Chang, Tony Lin, C.H. Wu, Joan Hung, Jay Hong, Shirley Chu, Ming-Tung Wu, Steve Chou, Kate Chen, David Lin, Daphne Lee, Iris Liu, Naomi Lee, Michael Teng
NT\$10,000,000~NT\$14,999,999	Rosie Yu, Tom Koh, Rock Tsai	Rosie Yu, Tom Koh, Rock Tsai
NT\$15,000,000~NT\$29,999,999	Jamie Lin, Tim Lee	Tim Lee
NT\$30,000,000~NT\$49,999,999	—	Jamie Lin
NT\$50,000,000~NT\$99,999,999	—	—
NT\$100,000,000 and above	—	—
Total	22	22

Note: Compensation paid to managers in the above table was based on tenure they served in 2022. 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	37.0%	47.0%	16.0%
Executive Vice President and Chief Financial Officer, Rosie Yu*	80.0%	20.0%	0.0%
Senior Vice President and Chief Technology Officer, Tom Koh	47.5%	35.1%	17.4%
Vice President and Chief Strategy Officer, Tim Lee	50.3%	32.8%	16.9%
Vice President and Chief Data Officer, Eddie Chan	48.1%	35.6%	16.3%
Vice President and Chief Financial Officer, George Chang	50.3%	32.7%	17.0%
Vice President and Chief Information Officer, Rock Tsai	40.2%	46.4%	13.4%
Vice President and Chief Consumer Business Officer, Tony Lin	47.7%	33.6%	18.7%
Vice President, C.H. Wu	49.1%	34.6%	16.3%
Vice President, Luke Han	15.5%	79.2%	5.3%
Vice President, Joan Hung	42.8%	41.7%	15.5%
Vice President, Jay Hong	54.9%	32.3%	12.8%
Vice President, Shirley Chu	48.7%	34.8%	16.5%
Vice President, Ming-Tung Wu	48.2%	35.5%	16.3%
Vice President, Steve Chou	55.1%	32.0%	12.9%
Vice President, Kate Chen	48.1%	35.6%	16.3%
Vice President, David Lin	48.7%	36.3%	15.0%
Vice President, Daphne Lee	49.4%	35.5%	15.1%
Vice President, Iris Liu	49.5%	35.4%	15.1%
Vice President, Naomi Lee	51.1%	33.2%	15.7%
Vice President, Vincent Wu	49.2%	35.8%	15.0%
Vice President, Michael Teng*	85.2%	14.8%	0.0%

\* 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 Strategy Officer, Tim Lee Vice President and Chief Data Officer, Eddie Chan Vice President and Chief Financial Officer, George Chang Vice President and Chief Information Officer, Rock Tsai Vice President and Chief Consumer Business Officer, Tony Lin Vice President, C.H. Wu Vice President, Luke Han Vice President, Joan Hung Vice President, Jay Hong Vice President, Shirley Chu Vice President, Ming-Tung Wu Vice President, Steve Chou Vice President, Kate Chen Vice President, David Lin Vice President, Daphne Lee Vice President, Iris Liu Vice President, Naomi Lee Vice President, Vincent Wu	-	29,534,397	29,534,397	0.2679%

## 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	2021	121,639,846	10,988,164,899	1.1070%
	2022	117,359,557	11,025,550,663	1.0644%
On a consolidated basis	2021	129,055,258	10,988,164,899	1.1745%
	2022	136,703,235	11,025,550,663	1.2399%

### 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.
- (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	2021	177,056,511	10,988,164,899	1.6113%
	2022	210,150,604	11,025,550,663	1.9060%
On a consolidated basis	2021	184,016,627	10,988,164,899	1.6747%
	2022	218,636,152	11,025,550,663	1.9830%

### 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, if the president or vice president fails to meet all ESG metrics, his/her annual performance ranking may drop by one level, or his/her employee profit sharing and performance-based bonus may be cut by up to 10%.
- (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.