

Compensation to Directors and Management Executives

Directors' compensation

Unit: NT\$

Title	Name	Representative	Directors' compensation								A+B+C+D *as a % of net profit		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	Cash	Stock	Cash	Stock	Stand-alone	Consolidated	
Chairman	Fu-Chi Investment Co., Ltd.	Daniel M. Tsai	65,570,200	79,568,090	-	-	16,959,888	16,959,888	1,745,785	2,123,785	84,275,873 0.6100%		98,651,763 0.7140%	23,886,535	23,886,535	-	-	6,222,582	-	6,222,582	-	114,384,990 0.8279%	128,760,880 0.9319%	6,937,600
Director	Fu-Chi Investment Co., Ltd.	Richard M. Tsai																						
Director	Fu-Chi Investment Co., Ltd.	Frank Lin (Resigned on June 22, 2024.)																						
Director	TCCI Investment and Development Co., Ltd.	Jamie Lin																						
Director	Ting An Development Co., Ltd.	Frank Lin (Took office on June 22, 2024.)	-	-	-	-	1,999,547	1,999,547	60,000	60,000	2,059,547 0.0149%		2,059,547 0.0149%	-	-	-	-	-	-	-	-	2,059,547 0.0149%	2,059,547 0.0149%	-
Independent Director	Char-Dir Chung		7,200,000	7,200,000	-	-	28,439,155	28,439,155	3,301,819	3,301,819	38,940,974 0.2818%		38,940,974 0.2818%	-	-	-	-	-	-	-	38,940,974 0.2818%	38,940,974 0.2818%	1,000,000	
Independent Director	Hsi-Peng Lu																							
Independent Director	Tong Hai Tan																							
Independent Director	Drina Yue																							
Independent Director	Casey K.C. Lai (Took office on June 22, 2024.)																							
Independent Director	Hsueh-Jen Sung (Resigned on June 22, 2024.)																							

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\$831,627.

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): None

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, Jamie Lin	Richard M. Tsai, Frank Lin, Jamie Lin	Richard M. Tsai, Frank Lin	Richard M. Tsai, Frank Lin
NT\$1,000,000~NT\$1,999,999	Ting An Development Co., Ltd.	Ting An Development Co., Ltd.	Ting An Development Co., Ltd.	Ting An Development Co., Ltd.
NT\$2,000,000~NT\$3,499,999	—	—	—	—
NT\$3,500,000~NT\$4,999,999	TCCI Investment and Development Co., Ltd., Hsueh-Jen Sung, Casey K.C. Lai	TCCI Investment and Development Co., Ltd., Hsueh-Jen Sung, Casey K.C. Lai	TCCI Investment and Development Co., Ltd., Hsueh-Jen Sung, Casey K.C. Lai	TCCI Investment and Development Co., Ltd., Hsueh-Jen Sung, Casey K.C. Lai
NT\$5,000,000~NT\$9,999,999	Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue	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	—	—	—	—
NT\$30,000,000~NT\$49,999,999	—	—	Jamie Lin	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

Management executives' compensation

Unit: NT\$

Title and name		President, Jamie Lin ; Vice President and Chief Data Officer, Eddie Chan; 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 Technology Officer and Chief Regulatory Officer, C.H. Jih3; Vice President and Chief Enterprise Business Officer, Shing Chu; 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, Daphne Lee; Vice President, Iris Liu ; Vice President, Naomi Lee; Vice President, David Lin; Vice President, Vincent Wu; Vice President, Eric Lin; Vice President, Webber Cheng. Resigned managers: Senior Vice President and Chief Technology Officer, Tom Koh; Vice President, C.H. Wu; Vice President, Peter Pan.	Total	
Salary (A)		Stand-alone	109,240,069	
		Consolidated	110,200,069	
Pension (B)1		Stand-alone	2,236,200	
		Consolidated	2,236,200	
Performance-based salary (C)		Stand-alone	65,773,603	
		Consolidated	66,970,265	
Earnings paid as bonus to employees (D)		Stand-alone	Cash	44,214,979
			Stock	-
		Consolidated	Cash	44,214,979
			Stock	-
A+B+C+D *as a % of net profit		Stand-alone	221,464,8511.6029%	
		Consolidated	223,621,5131.6185%	
Compensation from investees other than subsidiaries				6,937,600

Note 1: The Company's contribution to employees' pension account, not the actual amount paid.
Note 2: Figures do not include compensation paid to company drivers, which totaled NT\$1,071,782
Note 3: C.H. Jih has been relieved from concurrently serving as Chief Regulatory Officer effective 2.27, 2025

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	Webber Cheng	Webber Cheng
NT\$3,500,000~NT\$4,999,999	C.H. Wu, Eric Lin	C.H. Wu, Eric Lin
NT\$5,000,000~NT\$9,999,999	Tom Koh, Eddie Chan, C.H. Jih, Shing Chu, 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, Peter Pan	Tom Koh, Eddie Chan, C.H. Jih, Shing Chu, 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, Peter Pan
NT\$10,000,000~NT\$14,999,999	—	—
NT\$15,000,000~NT\$29,999,999	Rock Tsai, Tony Lin, George Chang	Rock Tsai, Tony Lin, George Chang
NT\$30,000,000~NT\$49,999,999	Jamie Lin	Jamie Lin
NT\$50,000,000~NT\$99,999,999	—	—
NT\$100,000,000 and above	—	—
Total	24	24

Note: Compensation paid to managers on the above table was based on their tenure in 2024. Compensation paid to managers who also served as directors is detailed in the “Directors’ compensation” table.

Compensation mix of management executives

Title and name	Salary and pension	Performance-based salary	Earnings paid as bonus to employees
President, Jamie Lin	35.4%	43.9%	20.7%
Senior Vice President and Chief Technology Officer, Tom Koh*	89.1%	10.9%	0.0%
Vice President and Chief Data Officer, Eddie Chan	49.7%	28.0%	22.3%
Vice President and Chief Information Officer, Rock Tsai	46.3%	30.8%	22.9%
Vice President and Chief Consumer Business Officer, Tony Lin	42.9%	33.0%	24.1%
Vice President and Chief Financial Officer, George Chang	45.4%	28.4%	26.2%
Vice President and Chief Technology Officer and Chief Regulatory Officer, C.H. Jih	47.6%	31.1%	21.3%
Vice President and Chief Enterprise Business Officer, Shing Chu	49.2%	28.5%	22.3%
Vice President, Jay Hong	50.4%	27.1%	22.5%
Vice President, Steve Chou	50.2%	27.3%	22.5%
Vice President, Joan Hung	49.4%	28.2%	22.4%
Vice President, Shirley Chu	48.9%	29.2%	21.9%
Vice President, Kate Chen	46.8%	30.4%	22.8%
Vice President, Ming-Tung Wu	47.9%	30.2%	21.9%
Vice President, Luke Han	51.9%	26.9%	21.2%
Vice President, C.H. Wu*	95.2%	4.8%	0.0%
Vice President, Daphne Lee	49.9%	29.6%	20.5%
Vice President, Iris Liu	55.0%	29.1%	15.9%
Vice President, Naomi Lee	53.0%	30.8%	16.2%
Vice President, David Lin	47.1%	32.1%	20.8%
Vice President, Vincent Wu	49.1%	30.5%	20.4%
Vice President, Eric Lin	54.2%	30.1%	15.7%
Vice President, Peter Pan*	96.5%	3.5%	0.0%
Vice President, Webber Cheng	55.6%	28.3%	16.1%

Note 1: * means Resigned.
Note 2: C.H. Jih has been relieved from concurrently serving as Chief Regulatory Officer effective 2.27, 2025

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 Vice President and Chief Data Officer, Eddie Chan 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 Technology Officer and Chief Regulatory Officer, C.H. Jih Vice President and Chief Enterprise Business Officer, Shing Chu 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, Daphne Lee Vice President, Iris Liu Vice President, Naomi Lee Vice President, David Lin Vice President, Vincent Wu Vice President, Eric Lin Vice President, Webber Cheng	-	44,214,979	44,214,979	0.3200%

Note: C.H. Jih has been relieved from concurrently serving as Chief Regulatory Officer effective 2.27, 2025

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	2023	136,806,718	12,274,109,034	1.1146%
	2024	155,385,511	13,816,716,212	1.1246%
On a consolidated basis	2023	154,128,898	12,274,109,034	1.2557%
	2024	177,699,001	13,816,716,212	1.2861%

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	2023	215,403,412	12,274,109,034	1.7549%
	2024	221,464,851	13,816,716,212	1.6029%
On a consolidated basis	2023	219,478,953	12,274,109,034	1.7881%
	2024	230,559,113	13,816,716,212	1.6687%

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, corporate governance, 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.