

Compensation of Directors and Management Executives

Directors' compensation

Unit: NT\$

| Title                | Name                                      | Representative  | Directors' compensation |              |             |              |                             |              |                      |              | A+B+C+D<br>*as a % of<br>net profit | A+B+C+D<br>*as a % of net<br>profit | Compensation as an employee  |              |                                 |              |                                         |       |              |       | A+B+C+D+E+F+G<br>*as a % of net profit |                        | Compensation<br>from investees<br>other than<br>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           |                                                              |
|                      |                                           |                 |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              | Cash                                    | Stock | Cash         | Stock |                                        |                        |                                                              |
| Chairman             | Fu-Chi Investment Co., Ltd.               | Daniel M. Tsai  | 61,293,400              | 75,598,681   | -           | -            | 16,002,278                  | 16,002,278   | 2,013,701            | 2,340,701    | 79,309,379<br>0.5493%               | 93,941,660<br>0.6507%               | 24,271,024                   | 24,271,024   | -                               | -            | 6,891,432                               | -     | 6,891,432    | -     | 110,471,835<br>0.7652%                 | 125,104,116<br>0.8665% | 3,942,255                                                    |
| Director             | Fu-Chi Investment Co., Ltd.               | Richard M. Tsai |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |
| Director             | TCCI Investment and Development Co., Ltd. | Jamie Lin       |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |
| Director             | Ting An Development Co., Ltd.             | Frank Lin       | -                       | -            | -           | -            | 4,000,570                   | 4,000,570    | 120,000              | 120,000      | 4,120,570<br>0.0285%                | 4,120,570<br>0.0285%                | -                            | -            | -                               | -            | -                                       | -     | -            | -     | 4,120,570<br>0.0285%                   | 4,120,570<br>0.0285%   | -                                                            |
| Independent Director | Char-Dir Chung                            |                 | 7,200,000               | 7,200,000    | -           | -            | 30,004,275                  | 30,004,275   | 3,267,120            | 3,267,120    | 40,471,395<br>0.2803%               | 40,471,395<br>0.2803%               | -                            | -            | -                               | -            | -                                       | -     | -            | -     | 40,471,395<br>0.2803%                  | 40,471,395<br>0.2803%  | 700,000                                                      |
| Independent Director | Hsi-Peng Lu                               |                 |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |
| Independent Director | Tong Hai Tan                              |                 |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |
| Independent Director | Drina Yue                                 |                 |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |
| Independent Director | Casey K.C. Lai                            |                 |                         |              |             |              |                             |              |                      |              |                                     |                                     |                              |              |                                 |              |                                         |       |              |       |                                        |                        |                                                              |

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 Nomination and Remuneration 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\$875,959.

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        | —                                                                       | —                                                                       | —                                                                       | —                                                                       |
| NT\$2,000,000~NT\$3,499,999        | —                                                                       | —                                                                       | —                                                                       | —                                                                       |
| NT\$3,500,000~NT\$4,999,999        | TCCI Investment and Development Co., Ltd., Ting An Development Co., Ltd | TCCI Investment and Development Co., Ltd., Ting An Development Co., Ltd | TCCI Investment and Development Co., Ltd., Ting An Development Co., Ltd | TCCI Investment and Development Co., Ltd., Ting An Development Co., Ltd |
| NT\$5,000,000~NT\$9,999,999        | Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Casey K.C. Lai    | Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Casey K.C. Lai    | Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Casey K.C. Lai    | Char-Dir Chung, Hsi-Peng Lu, Tong Hai Tan, Drina Yue, Casey K.C. Lai    |
| 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                              | 12                                                                      | 12                                                                      | 12                                                                      | 12                                                                      |

Management executives' compensation

Unit: NT\$

|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |                        |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|------------------------|
| Title and name                                      | President, Jamie Lin ; Senior Vice President and Chief Information Officer, Rock Tsai; Senior Vice President and Chief Business Officer, Tony Lin; Senior Vice President and Chief Financial Officer, George Chang; Vice President and Chief Data Officer, Eddie Chan; Vice President and Chief Technology 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, Naomi Lee; Vice President, David Lin; Vice President, Vincent Wu; Vice President, Eric Lin; Vice President, Webber Cheng; Vice President, Jessica Chen. Resigned managers: Vice President, Iris Liu. |       | Total                  |
| Salary (A)                                          | Stand-alone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       | 101,140,888            |
|                                                     | Consolidated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       | 101,946,221            |
| Pension (B) <sup>1</sup>                            | Stand-alone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       | 2,241,000              |
|                                                     | Consolidated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       | 2,241,000              |
| Performance-based salary (C)                        | Stand-alone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       | 66,527,727             |
|                                                     | Consolidated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       | 67,214,884             |
| Earnings paid as bonus to employees (D)             | Stand-alone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Cash  | 47,913,832             |
|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Stock | -                      |
|                                                     | Consolidated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Cash  | 47,913,832             |
|                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Stock | -                      |
| A+B+C+D<br>*as a % of net profit                    | Stand-alone                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       | 217,823,447<br>1.5087% |
|                                                     | Consolidated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |       | 219,315,937<br>1.5191% |
| Compensation from investees other than subsidiaries |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       | 3,995,255              |

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\$2,846,977.

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                    | —                                                                                                                                                                                                              | —                                                                                                                                                                                                              |
| NT\$3,500,000~NT\$4,999,999                    | —                                                                                                                                                                                                              | —                                                                                                                                                                                                              |
| NT\$5,000,000~NT\$9,999,999                    | 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, Eric Lin, Webber Cheng, Jessica Chen | 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, Eric Lin, Webber Cheng, Jessica Chen |
| 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                                          | 22                                                                                                                                                                                                             | 22                                                                                                                                                                                                             |

Note: Compensation paid to managers listed on the table above was based on their tenure in 2025. 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                                            | 35.5%              | 42.4%                    | 22.1%                               |
| Senior Vice President and Chief Information Officer, Rock Tsai  | 44.5%              | 30.3%                    | 25.2%                               |
| Senior Vice President and Chief Business Officer, Tony Lin      | 42.4%              | 33.2%                    | 24.4%                               |
| Senior Vice President and Chief Financial Officer, George Chang | 45.2%              | 29.1%                    | 25.7%                               |
| Vice President and Chief Data Officer, Eddie Chan               | 49.1%              | 27.4%                    | 23.5%                               |
| Vice President and Chief Technology Officer, C.H. Jih           | 49.1%              | 27.3%                    | 23.6%                               |
| Vice President and Chief Enterprise Business Officer, Shing Chu | 48.4%              | 28.0%                    | 23.6%                               |
| Vice President, Jay Hong                                        | 49.6%              | 26.7%                    | 23.7%                               |
| Vice President, Steve Chou                                      | 49.0%              | 27.6%                    | 23.4%                               |
| Vice President, Joan Hung                                       | 49.1%              | 27.2%                    | 23.7%                               |
| Vice President, Shirley Chu                                     | 48.2%              | 28.6%                    | 23.2%                               |
| Vice President, Kate Chen                                       | 47.8%              | 28.9%                    | 23.3%                               |
| Vice President, Ming-Tung Wu                                    | 48.1%              | 28.8%                    | 23.1%                               |
| Vice President, Luke Han                                        | 54.1%              | 27.6%                    | 18.3%                               |
| Vice President, Daphne Lee                                      | 54.9%              | 28.1%                    | 17.0%                               |
| Vice President, Iris Liu *                                      | 78.1%              | 21.9%                    | 0.0%                                |
| Vice President, Naomi Lee                                       | 56.8%              | 25.5%                    | 17.7%                               |
| Vice President, David Lin                                       | 46.7%              | 31.2%                    | 22.1%                               |
| Vice President, Vincent Wu                                      | 48.4%              | 30.1%                    | 21.5%                               |
| Vice President, Eric Lin                                        | 48.4%              | 30.2%                    | 21.4%                               |
| Vice President, Webber Cheng                                    | 54.6%              | 28.5%                    | 16.9%                               |
| Vice President, Jessica Chen                                    | 52.6%              | 26.8%                    | 20.6%                               |

\* means Resigned.

## 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<br>Senior Vice President and Chief Information Officer, Rock Tsai<br>Senior Vice President and Chief Business Officer, Tony Lin<br>Senior Vice President and Chief Financial Officer, George Chang<br>Vice President and Chief Data Officer, Eddie Chan<br>Vice President and Chief Technology Officer, C.H. Jih<br>Vice President and Chief Enterprise Business Officer, Shing Chu<br>Vice President, Jay Hong<br>Vice President, Steve Chou<br>Vice President, Joan Hung<br>Vice President, Shirley Chu<br>Vice President, Kate Chen<br>Vice President, Ming-Tung Wu<br>Vice President, Luke Han<br>Vice President, Daphne Lee<br>Vice President, Naomi Lee<br>Vice President, David Lin<br>Vice President, Vincent Wu<br>Vice President, Eric Lin<br>Vice President, Webber Cheng<br>Vice President, Jessica Chen | —           | 47,913,832 | 47,913,832 | 0.3319%              |

## 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  | 2024 | 155,385,511             | 13,816,716,212 | 1.1246%              |
|                         | 2025 | 155,063,800             | 14,437,394,063 | 1.0740%              |
| On a consolidated basis | 2024 | 177,699,001             | 13,816,716,212 | 1.2861%              |
|                         | 2025 | 174,338,336             | 14,437,394,063 | 1.2075%              |

### 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 Directors' Remuneration as approved by the board. Remuneration or other equivalent allowances for directors are assessed 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 and Risk Management Committee, the Nomination and Remuneration Committee or the 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 Directors' 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 Directors' Remuneration, and the Nomination and Remuneration 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  | 2024 | 221,464,851                           | 13,816,716,212 | 1.6029%              |
|                         | 2025 | 217,823,447                           | 14,437,394,063 | 1.5087%              |
| On a consolidated basis | 2024 | 230,559,113                           | 13,816,716,212 | 1.6687%              |
|                         | 2025 | 223,311,192                           | 14,437,394,063 | 1.5468%              |

### 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 Nomination and Remuneration 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 (with at least 50% to be allocated to non-executive employees) 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 compensation 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 100% 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 Nomination and Remuneration Committee.