Compensation of President (CEO)

I. The Metrics of Compensation:
In accordance with item 14, Article 20 of the Bank' s Articles of Incorporation, the remuneration of President is determined by the Board of Directors.
- Fixed salary: NTD$3,115 thousand (52.23% of remuneration)
- Variable compensation: NTD$2,849 thousand (47.77% of remuneration)

II. Remuneration Deferral Policy for Senior Managers: As per the policy, 80% of the performance bonus should be paid first, and the remaining 20% should be deferred and paid three months later, that is, paid in the next year. (1) performance period: 1 year. (2) time vesting period: 1 year.

III. CEO Chih-Kuang Chien holds 0 shares of the Bank, with their market value being 0 times of his salary.

IV. The Indicators for Performance bonus of President

Indicator	Description	Weight (%)
Financial profits	● Earnings before tax ● ROA ● ROE ● NPL ratio	40%
Expense control	● Promote service and operation efficiently	15%
Risk management	● Strengthen risk management mechanism ● Enhance risk awareness of employee ● Establish a complete post-loan monitoring mechanism to improve the effectiveness of risk control.	15%
Market share	● Develop new corporate and individual products ● Enlarge domestic and international market shares of corporate banking and consumer banking products (such as loan, syndicated loan, Foreign exchange, Digital Finance etc.)	10%
Human capital	● Performance-oriented human resources ● Hipo talent organization	10%
ESG & Stakeholder Engagement	● Sustainable environment ● Employee Care ● Social Inclusion ● Governance ● Responsible finance ● Disclosure	10%

► President -to-Employee Pay Ratio

Currency: TWD Year: 2025	(A) Median	(B) Mean
	annual compensation of all employees (except President)	
	1,295 thousand	1,372 thousand
The ratio between the total annual compensation of President and (A) or (B)	4.61	4.35