

**The gender pay ratio of TCI's domestic and international employees in 2023**

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)	1	3.151
Executive level (base salary + other cash incentives)	1	3.523
Management level (base salary only)	1	1.053
Management level (base salary + other cash incentives)	1	1.055
Non-management level (base salary only)	1	0.972

**The gender ratio of average annual salary for TCI employees in 2023**

	Male	Female
Taipei Headquarters	1.12	1
Pingtung Precise iManufacturing Center (Rock Park)	1.15	1
All Employees	1.19	1