

## 2024 TCI Gender Pay Indicators

Data source: TCI 2024 internal HR statistics – gender pay ratio table.

Employee category	Average salary of female employees	Average salary of male employees
Senior management (base salary only)	1	3.151
Senior management (base salary + other cash incentives)	1	3.523
Management (base salary only)	1	1.053
Management (base salary + other cash incentives)	1	1.055
Non-management (base salary only)	1	0.972

2024 Average Annual Salary Ratio of Female to Male Employees at TCI

Data source: TCI 2024 internal HR statistics – average annual salary comparison by site.

Location / Scope	Female	Male
Taipei Headquarters	1	1.13
Pingtung Panshi Plant	1	1.05
All employees (including domestic & overseas)	1	1.1