

## 2.5.3 Employee Profit Sharing Granted to Management Team (Note 1)

Unit: NT\$ thousands

| Title  | Name                        |
|--|-----------------------------|
| Chairman & CEO   | Morris Chang                |
| Executive Vice President & Co-Chief Operating Officer  | Shang-yi Chiang (Note 2)    |
| Executive Vice President & Co-Chief Operating Officer  | Mark Liu (Note 2)           |
| Executive Vice President & Co-Chief Operating Officer  | C.C. Wei (Note 2)           |
| Senior Vice President & Chief Information Officer<br>Information Technology & Materials Management and Risk Management | Stephen T. Tso              |
| Senior Vice President & General Counsel<br>Legal   | Richard Thurston            |
| Senior Vice President, Chief Financial Officer & Spokesperson<br>Finance   | Lora Ho                     |
| Senior Vice President<br>Worldwide Sales and Marketing   | Jason C.S. Chen             |
| Vice President<br>Operations/Affiliate Fabs  | M.C. Tzeng                  |
| Vice President<br>Research and Development   | Wei-Jen Lo                  |
| Vice President & Chief Technical Officer<br>Research and Development   | Jack Sun                    |
| Vice President<br>Operations/Product Development   | Y.P. Chin                   |
| Vice President<br>Quality and Reliability  | N.S. Tsai                   |
| Vice President &<br>President of TSMC North America  | Rick Cassidy                |
| Vice President<br>Human Resources  | L.C. Tu (Note 3)            |
| Vice President<br>Operations/Mainstream Fabs and Manufacturing Technology  | J.K. Lin                    |
| Vice President<br>Operations/300mm Fabs  | J.K. Wang                   |
| Vice President<br>Corporate Planning Organization  | Irene Sun                   |
| Vice President<br>Research and Development   | Burn J. Lin                 |
| Vice President<br>Research and Development   | Y.J. Mii                    |
| Vice President<br>Research and Development   | Cliff Hou                   |
| Senior Director<br>Finance   | Jan Kees van Vliet (Note 4) |

Note 1: The above-mentioned figures are preliminary and the proposed employee profit sharing distribution will be processed after the approval of the same by shareholders at the Annual Shareholders' Meeting on June 11, 2013.

Note 2: On March 2, 2012, Senior Vice President of R&D Dr. Shang-yi Chiang, Senior Vice President of Operations Dr. Mark Liu, and Senior Vice President of Business Development Dr. C.C. Wei were appointed as Executive Vice Presidents and Co-Chief Operating Officers, effective March 5, 2012.

Note 3: On March 5, 2013, Vice President of Human Resources Mr. L.C. Tu was appointed as the President of TSMC China, effective March 15, 2013.

Note 4: Mr. Jan Kees van Vliet voluntarily retired on September 7, 2012.

| Stock<br>(Fair Market Value) | Cash    | Total Employee Profit Sharing | Total Employee Profit Sharing Paid to<br>Management Team as a % of 2012 Net<br>Income |
|------------------------------|---------|-------------------------------|---|
| 0                            | 538,077 | 538,077                       | 0.32%   |