



(三) 99年度支付董事(含獨立董事)、監察人、總經理及副總經理之酬金  
1. 董事(含獨立董事)之酬金

The Aggregate Compensation Paid and Benefits in Kind Granted in 2010

Remunerations of Directors(Independent Directors)

單位：新台幣元；Unit:NT\$ in 2010.01.01-2010.12.31

職稱 Title	姓名 Name	董事酬金 Remunerations of Directors									
		報酬(A) Remunerations Paid		退職退休金(B) Retirement Pension		盈餘分配之酬勞(C) Remunerations Paid on Earnings Distribution		業務執行費用(D) Expenses for Execution of Business		A、B、C及D等四項總額占稅後純益之比例 % of A+B+C+D to Net Income	
		本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement
常務董事代理董事長 Managing Director and Acting Chairman	雷仲達 Chung-Dar Lei (高雄市政府代表) (Representative of Kaohsiung City Government)										
常務董事暨獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin										
常務董事 Managing Director	郝建生 Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事兼總經理 Director and President	鍾武湖 Charles W. Chung (高雄市政府代表) (Representative of Kaohsiung City Government)										
獨立董事 Independent Director	何美玥 Mei-Yueh Ho										
獨立董事 Independent Director	林向愷 Kenneth S. Lin	6,195,183	6,195,183	0	0	1,613,907	1,613,907	588,500	588,500	6.61	6.61
董事 Director	王再福 Tsai-Fu Wang (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	周元培 Yuan-Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	陳瑞芳 Jueifang P. Chen (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	許立明 Li-Ming Hsu (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	趙健在 Chien-Tsai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事長 Chairman	黃望修 W. H. Huang (高雄市政府代表) (Representative of Kaohsiung City Government)										

- 註：1. 表列報酬，包括99年度之董事薪資、職務加給、退職退休金、離職金、各種獎金、獎勵金等等。  
2. 表列盈餘分配之酬勞，指99年度盈餘分配議案股東會前經董事會通過擬議配發之董事酬勞金額。  
3. 表列業務執行費用，指99年度車馬費、特支費、各種津貼等等。另本行提供董事長宿舍乙間，99年房租240,000元；提供董事長座車1部，採租賃方式，99年租金417,360元，99年度油資65,180元；配有司機乙名，99年報酬1,036,472元。  
4. 董事長黃望修先生於99年8月3日辭職解任，由常務董事雷仲達先生代理。  
5. 獨立董事林向愷曾於88.12.7~96.7.6由法人股東高雄市政府派任本行常務董事；99.6.23改任獨立董事。  
6. 99年度實際給付退職退休金金額為零。

- Note: 1. On-balance sheet remuneration, including directors' salary, special responsibility allowance, retirement pension, severance pay, prize and incentives, etc. in 2010.  
2. On-balance sheet remuneration from distribution of earnings, i.e. directors' remuneration to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.  
3. On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances etc. in 2010. The Bank offers one dormitory for the Chairman of the Board, and the rent in 2010 was NT\$240,000. The Bank offers one vehicle for the Chairman of the Board, and the rent in 2010 was NT\$417,360. The fuel allowances were NT\$65,180 in 2010. One driver was offered, whose remuneration was NT\$1,036,472 in 2010.  
4. Chairman W. H. Huang resigned on Aug. 3, 2010, and Managing Director Chung-Dar Lei was appointed to be Acting Chairman.  
5. Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999~July. 6, 2007, and elected as Independent Director on Jun. 23, 2010.  
6. No actual retirement pension was given in 2010.

單位：新台幣元；Unit：NT\$ in 2010.01.01 - 2010.12.31

職稱 Title	姓名 Name	兼任員工領取相關酬金 Remunerations of Directors									
		薪資、獎金及特支費等 (E) Salaries, Bonus and Special Expenditure		退職退休金(F) Retirement Pension		盈餘分配之員工紅利 (G) Employees' Bonus on Earnings Distribution				員工認股權憑證得認購股數 (H) Employees Shares Options	
		本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK		合併報表內所有公司 All companies in the consolidated statement		本行 BOK	合併報表內所有公司 All companies in the consolidated statement
						現金紅利金額 Cash dividends	股票紅利金額 Stock dividends	現金紅利金額 Cash dividends	股票紅利金額 Stock dividends		
常務董事代理董事長 Managing Director and Acting Chairman	雷仲達 Chung-Dar Lei (高雄市政府代表) (Representative of Kaohsiung City Government)										
常務董事暨獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin										
常務董事 Managing Director	郝建生 Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事兼總經理 Director and President	鍾武湖 Charles W. Chung (高雄市政府代表) (Representative of Kaohsiung City Government)										
獨立董事 Independent Director	何美玥 Mei-Yueh Ho										
獨立董事 Independent Director	林向愷 Kenneth S. Lin	7,385,918	7,385,918	208,272	208,272	0	35,682	0	35,682	0	0
董事 Director	王再福 Tsai-Fu Wang (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	周元培 Yuan-Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	陳瑞芳 Jueifang P. Chen (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	許立明 Li-Ming Hsu (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	趙健在 Chien-Tsai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事長 Chairman	黃望修 W. H. Huang (高雄市政府代表) (Representative of Kaohsiung City Government)										



- 註：1.表列薪資、獎金及特支費等，係指99年度董事兼任員工所領取包括薪資、職務加給、退職退休金、離職金、各種獎金、獎勵金、車馬費、特支費、各種津貼等等。另本行提供總經理座車1部，採租賃方式，99年租金371,760元，99年度油資38,210元；配有司機乙名，99年報酬1,074,265元。
- 2.表列盈餘分配之員工紅利，係指99年度董事兼任員工取得員工紅利者，係99年度盈餘分配議案股東會前經董事會通過擬議配發之員工紅利金額。
- 3.董事長黃望修先生於99年8月3日辭職解任，由常務董事雷仲達先生代理。
- 4.獨立董事林向愷曾於88.12.7~96.7.6由法人股東高雄市政府派任本行常務董事；99.6.23改任獨立董事。
- 5.99年度實際給付退職退休金金額為零。

- Note : 1. On-balance sheet salary, bonus and special allowance, etc., i.e. salary, special responsibility allowance, retirement pension, severance pay, prize, incentive, transportation allowance, special allowance, other allowances by directors who are also employees in 2010. The Bank offers one vehicle for the President, and the rent in 2010 was NT\$371,760. The fuel allowances were NT\$38,210 in 2010. One driver was offered, whose remuneration was NT\$1,074,265 in 2010.
2. On-balance sheet employees' bonus from distribution of earnings, i.e. the employees' bonus received by the directors who are also employees in 2010 which is the employees' bonus to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.
3. Chairman W. H. Huang resigned on Aug. 3, 2010, and Managing Director Chung-Dar Lei was appointed to be Acting Chairman.
4. Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999-July. 6, 2007, and elected as Independent Director on Jun. 23, 2010
5. No actual retirement pension was given in 2010.

單位：新台幣元；Unit：NT\$ in 2010.01.01 - 2010.12.31

職稱 Title	姓名 Name	A、B、C、D、E、F及G等七項總額占稅後純益之比例 % of A+B+C+D+E+F+G to Net Income		有無領取來自子公司以外轉 投資事業酬金 Whether compensation from reinvested companies other than subsidiaries is received?
		本行 BOK	合併報表內所有公司 All companies in the consolidated statement	
常務董事代理董事長 Managing Director and Acting Chairman	雷仲達 Chung-Dar Lei (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
常務董事暨 獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin			無 None
常務董事 Managing Director	郝建生 Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事兼 總經理 Director and President	鍾武湖 Charles W. Chung (高雄市政府代表) (Representative of Kaohsiung City Government)			有 138,000
獨立董事 Independent Director	何美玥 Mei-Yue Ho			無 None
獨立董事 Independent Director	林向愷 Kenneth S. Lin	12.61	12.61	無 None
董事 Director	王再福 Tsai -Fu Wang (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事 Director	周元培 Yuan- Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事 Director	陳瑞芳 Jueifang P. Chen (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事 Director	許立明 Li- Ming Hsu (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事 Director	趙健在 Chien-Tsai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None
董事長 Chairman	黃望修 W. H. Huang (高雄市政府代表) (Representative of Kaohsiung City Government)			有 110,000

- 註：1. 表列子公司以外轉投資事業酬金，係指本銀行董事擔任子公司以外轉投資事業之董事、監察人或經理人等身分所領取之報酬、酬勞、員工紅利及業務執行費用等相關酬金。
2. 董事長黃望修先生於99年8月3日辭職解任，由常務董事雷仲達先生代理。
3. 獨立董事林向愷曾於88.12.7~96.7.6由法人股東高雄市政府派任本行常務董事；99.6.23改任獨立董事。

- Note: 1. On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries.
2. Chairman W. H. Huang resigned on Aug. 3, 2010, by the Managing Director Chung-Dar Lei act his duty.
3. Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999-July. 6, 2007, and elected as Independent Director on Jun. 23, 2010

## 酬金級距表

## Range of Remunerations

單位：新台幣元；Unit：NT\$ in 2010.01.01-2010.12.31

給付本行各個董事酬金級距 Range of Remunerations	董事姓名 Name of Directors			
	前四項酬金總額 (A+B+C+D) Total of A+B+C+D		前七項酬金總額 (A+B+C+D+E+F+G) Total of A+B+C+D+E+F+G	
	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司及所有轉投資事業(J) All companies in the consolidated statement and all investees
低於2,000,000元 under 2 million	黃望修、郝建生、雷仲達、鍾武湖、何美玥、林向愷、王再福、周元培、陳瑞芳、許立明、趙健在 W. H. Huang, Chien-Sheng Hao, Chung-Dar Lei, Charles W. Chung, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan-Pei Chou, Jueifang P. Chen, Li-Ming Hsu Chien-Tsai Chao	黃望修、郝建生、雷仲達、鍾武湖、何美玥、林向愷、王再福、周元培、陳瑞芳、許立明、趙健在 W. H. Huang, Chien-Sheng Hao, Chung-Dar Lei, Charles W. Chung, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan-Pei Chou, Jueifang P. Chen, Li-Ming Hsu Chien-Tsai Chao	郝建生、雷仲達、何美玥、林向愷、王再福、周元培、許立明、趙健在 Chien-Sheng Hao, Chung-Dar Lei, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan-Pei Chou, Li-Ming Hsu Chien-Tsai Chao	郝建生、雷仲達、何美玥、林向愷、王再福、周元培、許立明、趙健在 Chien-Sheng Hao, Chung-Dar Lei, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan-Pei Chou, Jueifang P. Chen, Li-Ming Hsu Chien-Tsai Chao
2,000,000元(含)~ 5,000,000元(不含) 2 million(included)~ 5 million(uncluded)	林文淵 Wen-Yuan Lin.	林文淵 Wen-Yuan Lin.	黃望修、林文淵、鍾武湖、陳瑞芳 W. H. Huang, Wen-Yuan Lin, Charles W. Chung, Jueifang P. Chen.	黃望修、林文淵、鍾武湖、陳瑞芳 W. H. Huang, Wen-Yuan Lin, Charles W. Chung, Jueifang P. Chen.
5,000,000元(含)~ 10,000,000元(不含) 5 million(included)~ 10 million(uncluded)	無 None	無 None	無 None	無 None
10,000,000元(含)~ 15,000,000元(不含) 10 million(included)~ 15 million(uncluded)	無 None	無 None	無 None	無 None
15,000,000元(含)~ 30,000,000元(不含) 15 million(included)~ 30 million(uncluded)	無 None	無 None	無 None	無 None
30,000,000元(含)~ 50,000,000元(不含) 30 million(included)~ 50 million(uncluded)	無 None	無 None	無 None	無 None
50,000,000元(含)~ 100,000,000元(不含) 50 million(included)~ 100 million(uncluded)	無 None	無 None	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None	無 None	無 None
總計 Total	8,397,590	8,397,590	16,027,462	16,275,462



2010.01.01 – 2010.12.31

項目 Item	支付董事酬金總額占稅後純益之比例 % of Remunerations of Directors to Net Income after Tax		說明 Remarks
	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	
年度 FY			1.本行給付酬金之政策：秉公司治理，依公司法規定，並經本行股東會及董事會之決議辦理。 2.本行給付酬金之標準與組合： (1) 本行董事、監察人每月報酬：依股東會決議合計最高限額NT\$2,400,000元，至於其每人每月報酬支給標準，授權董事會決定。 (2) 盈餘分配：依本行「公司章程」辦理。 (3) 董事兼員工之員工分紅依本行「從業人員紅利分配辦法」辦理。 3.本行訂定酬金之程序：經股東會及董事會審議通過後實施。 4.本行給付酬金與經營績效之關聯性：有關董事及監察人盈餘分配、董事兼員工之員工分紅與本行經營績效具有關聯性。 5.本年度支付董事酬金總額占稅後純益比例為12.61%，與98年度相較減少6.38%，係因99年度稅後盈餘較98年度成長所致。
2010	12.61	12.61	1.The Bank's policy for payment of compensation: pursuant to the company's management policy and Company Act, and subject to the resolution of the Bank's shareholders' meeting and board of directors. 2.The Bank's standard and portfolio for payment of compensation : (1) monthly compensation to the Bank's directors/supervisors: the maximum limit to be NT\$2,400,000 subject to the resolution of the shareholders' meeting. The standard governing monthly compensation per person shall be subject to the decision of the board of directors; (2) distribution of earnings: subject to "the Bank's Articles of Incorporation"; (3) Bonus to directors who are also employees shall be subject to the "Rules Governing Distribution of Bonus to the Bank's Staff".
2009	18.99	18.99	3.The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors. 4.Correlation of the Bank's payment of compensation and business performance: There is some correlation among the distribution of earnings to directors and supervisors, bonus distributed to directors who are also employees, and the Bank's business performance. 5.Percentage of remunerations of directors to net income after tax was 12.61% in FY 2010, decrease by 6.38% compared to FY 2009, resulting from the net income after tax in FY 2010 more than in FY 2009.
增減比率 Comparison	(6.38) (說明5) Explanation 5	(6.38) (說明5) Explanation 5	

2. 監察人之酬金

2. Remunerations of Supervisors

單位：新台幣元；Unit：NT\$ in 2010.01.01 – 2010.12.31

職稱 Title	姓名 Name	監察人酬金 Remunerations of Supervisor										有無領取來自子公司以外轉投資事業酬金 Whether compensation from reinvested companies other than subsidiaries is received?
		報酬 (A) Remunerations Paid		退職退休金 (B) Retirement Pension		盈餘分配之酬勞 (C) Remunerations Paid on Earnings Distribution		業務執行費用 (D) Expenses for Execution of Business		A、B、C及D等四項總額占稅後純益之比例 % of A+B+C+D to Net Income		
		本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	
監察人 Supervisor	張識興 Shih-Shin Chang	240,000	240,000	0	0	124,147	124,147	72,000	72,000	0.34	0.34	無 None
監察人 Supervisor	蘇裕惠 Yu-Hui Su	240,000	240,000	0	0	124,147	124,147	45,000	45,000	0.32	0.32	無 None
監察人 Supervisor	張山輝 Shan-Hui Chang	240,000	240,000	0	0	124,147	124,147	72,000	72,000	0.34	0.34	無 None

註：1.表列報酬，包括99年度之監察人薪資、職務加給、退職退休金、離職金、各種獎金、獎勵金等等。  
2.表列盈餘分配之酬勞，指99年度盈餘分配議案股東會前經董事會通過擬議配發之監察人酬勞金額。  
3.表列業務執行費用，指99年度車馬費、特支費、各種津貼等等。  
4.表列子公司以外轉投資事業酬金，係指本銀行董事擔任子公司以外轉投資事業之董事、監察人或經理人等身分所領取之報酬、酬勞、員工紅利及業務執行費用等相關酬金。

Note : 1. On-balance sheet remuneration, including supervisors' salary, special responsibility allowance, retirement pension, severance pay, prize and incentives, etc. in 2010.  
2. On-balance sheet remuneration from distribution of earnings, i.e. Supervisors' remuneration to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.  
3. On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances etc. in 2010.  
4. On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries.

## 酬金級距表 Range of Remunerations

單位：新台幣元；Unit：NT\$ in 2010.01.01 – 2010.12.31

給付本行各個監察人酬金級距 Range of Remunerations	監察人姓名 Name of Supervisor	
	前四項酬金總額 (A+B+C+D) Total of A+B+C+D	
	本行 BOK	合併報表內所有公司及所有轉投資事業(E) All companies in the consolidated statement and all investees
低於2,000,000元 under 2 million	張識興、蘇裕惠、張山輝 Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang.	張識興、蘇裕惠、張山輝 Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang.
2,000,000元 (含) ~ 5,000,000元 (不含) 2 million (included) ~ 5 million (uncluded)	無 None	無 None
5,000,000元 (含) ~ 10,000,000元 (不含) 5 million (included) ~ 10 million (uncluded)	無 None	無 None
10,000,000元 (含) ~ 15,000,000元 (不含) 10 million (included) ~ 15 million (uncluded)	無 None	無 None
15,000,000元 (含) ~ 30,000,000元 (不含) 15 million (included) ~ 30 million (uncluded)	無 None	無 None
30,000,000元 (含) ~ 50,000,000元 (不含) 30 million (included) ~ 50 million (uncluded)	無 None	無 None
50,000,000元 (含) ~ 100,000,000元 (不含) 50 million (included) ~ 100 million (uncluded)	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None
總計 Total	1,281,441	1,281,441

項目 Item	支付監察人酬金總額占 稅後純益之比例 % of Remunerations of Supervisors to Net Income after Tax		說明 Remarks
	本行 BOK	合併報表內 所有公司 All companies in the consolidated statement	
年度 FY			<p>1. 本行給付酬金之政策：秉公司治理，依公司法規定，並經本行股東會及董事會之決議辦理。</p> <p>2. 本行給付酬金之標準與組合：</p> <p>(1) 本行董事、監察人每月報酬：依股東會決議合計最高限額NT\$2,400,000元，至於其每人每月報酬支給標準，授權董事會決定。</p> <p>(2) 盈餘分配：依本行「公司章程」辦理。</p> <p>(3) 董事兼員工之員工分紅依本行「從業人員紅利分配辦法」辦理。</p> <p>3. 本行訂定酬金之程序：經股東會及董事會審議通過後實施。</p> <p>4. 本行給付酬金與經營績效之關聯性：有關董事及監察人盈餘分配、董事兼員工之員工分紅與本行經營績效具有關聯性。</p> <p>5. 本年度支付監察人酬金總額占稅後純益比例為1.01%，與98年相較減少0.19%，係因99年度稅後盈餘較98年度成長所致。</p>
2010	1.01	1.01	
2009	1.20	1.20	<p>1. The Bank's policy for payment of compensation: pursuant to the company's management policy and Company Act, and subject to the resolution of the Bank's shareholders' meeting and board of directors.</p> <p>2. The Bank's standard and portfolio for payment of compensation :</p> <p>(1) monthly compensation to the Bank's directors/supervisors: the maximum limit to be NT\$2,400,000 subject to the resolution of the shareholders' meeting. The standard governing monthly compensation per person shall be subject to the decision of the board of directors;</p> <p>(2) distribution of earnings: subject to "the Bank's Articles of Incorporation";</p> <p>(3) Bonus to directors who are also employees shall be subject to the "Rules Governing Distribution of Bonus to the Bank's Staff".</p> <p>3. The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors.</p> <p>4. Correlation of the Bank's payment of compensation and business performance: There is some correlation among the distribution of earnings to directors and supervisors, bonus distributed to directors who are also employees, and the Bank's business performance.</p> <p>5. Percentage of remunerations of supervisors to net income after tax was 1.20% in FY 2009, decrease by 0.19% compared to FY 2010, resulting from the net income after tax in FY 2010 more than in FY 2009.</p>
增減比率 Comparison	(0.19) (說明5) Explanation 5	(0.19) (說明5) Explanation 5	



3. 總經理及副總經理之酬金

Remunerations of President & Exec. Vice President

單位：新台幣元；Unit：NT\$ in 2010.01.01 – 2010.12.31

職稱 Title	姓名 Name	薪資 (A) Salaries		退職退休金 (B) Retirement Pension		獎金及特支費 等等 (C) Bonus and Special Expenditure		盈餘分配之員工紅利金額 (D) Employees' Bonus on Earnings Distribution			
		本行 BOK	合併報表內 所有公司 All companies in the consolidated statement	本行 BOK	合併報表內 所有公司 All companies in the consolidated statement	本行 BOK	合併報表內 所有公司 All companies in the consolidated statement	本行 BOK		合併報表內 所有公司 All companies in the consolidated statement	
								現金紅利 金額 Cash dividends	股票紅利 金額 Stock dividends	現金紅利 金額 Cash dividends	股票紅利 金額 Stock dividends
總經理 President	鍾武湖 Charles W. Chung	9,327,389	9,327,389	597,456	597,456	2,385,195	2,385,195	0	68,606	0	68,606
副總經理 Exec. Vice President	柯俊清 Chun-Ching Ko										
副總經理 Exec. Vice President	劉宜鐘 Yi-Jong Liou										
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu										
副總經理 Exec. Vice President	賴光二 Kuang-Erh Lai										
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou										
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou										

註：1. 表列薪資，係99年度總經理及副總經理薪資、職務加給、退職退休金、離職金。  
2. 表列獎金及特支費，係99年度總經理及副總經理薪資各種獎金、獎勵金、車馬費、特支費及各種津貼等。另本行提供總經理座車1部，採租賃方式，99年租金371,760元，99年度油資 38,210元；配有司機乙名，99年報酬1,074,265元。  
3. 表列盈餘分配之員工紅利金額，係99年度盈餘分配議案股東會前經董事會通過擬議配發總經理及副總經理之員工紅利金額。  
4. 99年度實際給付退職退休金金額為5,359,138元。

Note : 1. On-balance sheet salaries, including president' and vice presidents' salary, special responsibility allowance, retirement pension, severance pay in 2010.  
2. On-balance sheet bonus and special allowance, including president and vice presidents' prize, incentive, transportation allowance, special allowance, and other allowances etc. in 2010. The Bank offers one vehicle for the President, and the rent in 2010 was NT\$371,760. The fuel allowances were NT\$38,210 in 2010. One driver was offered, whose remuneration was NT\$1,074,265 in 2010.  
3. On-balance sheet employees' bonus from distribution of earnings, which is the employees' bonus to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.  
4. The Bank pensioned NT\$5,359,138 for employees in 2010.

單位：新台幣元；Unit：NT\$ in 2010.01.01 – 2010.12.31

職稱 Title	姓名 Name	A、B、C及D等四項總額占稅後純益之比例 % of A+B+C+D to Net Income		取得員工認股權憑證數額 Employees Shares Options		有無領取來自子公司以外轉投資事業酬金 Whether compensation from reinvested companies other than subsidiaries is received?
		本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	
總經理 President	鍾武湖 Charles W. Chung	9.74	9.74	0	0	有 138,000
副總經理 Exec. Vice President	柯俊清 Chun-Ching Ko					有 132,000
副總經理 Exec. Vice President	劉宜鐘 Yi-Jong Liou					無 None
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu					無 None
副總經理 Exec. Vice President	賴光二 Kuang-Erh Lai					無 None
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou					無 None
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou					無 None

註：1. 表列子公司以外轉投資事業酬金，係指本銀行董事擔任子公司以外轉投資事業之董事、監察人或經理人等身分所領取之報酬、酬勞、員工紅利及業務執行費用等相關酬金。  
2. 總稽核劉興地於99.10.1退休，於100.1.18改派林仲貞接任。

Note : 1. On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries.  
2. Chief Auditor Shing-Dieh Liu retired on Oct.1, 2010, and Chung-Chen Lin was appointed to be Chief Auditor on Jan.18, 2011.

## 酬金級距表 Range of Remunerations

單位：新台幣元；Unit：NT\$ in 2010.01.01 – 2010.12.31

給付本行各個總經理及副總經理酬金級距 Range of Remunerations	總經理及副總經理姓名 Name of President and Vice Presidents	
	本行 BOK	合併報表內所有公司及所有轉投資事業(E) All companies in the consolidated statement and all investees
低於2,000,000元 under 2 million	賴光二、劉芳男 Kuang-Erh Lai, Fang-Nan Liou.	賴光二、劉芳男 Kuang-Erh Lai, Fang-Nan Liou.
2,000,000元(含)~5,000,000元(不含) 2 million (included) ~ 5 million (uncluded)	鍾武湖、柯俊清、劉宜鐘、劉興地 Charles W. Chung, Chun-Ching Ko, Yi-Jong Liou, Shing-Dieh Liu.	鍾武湖、柯俊清、劉宜鐘、劉興地 Charles W. Chung, Chun-Ching Ko, Yi-Jong Liou, Shing-Dieh Liu.
5,000,000元(含)~10,000,000元(不含) 5 million (included) ~ 10 million (uncluded)	無 None	無 None
10,000,000元(含)~15,000,000元(不含) 10 million (included) ~ 15 million (uncluded)	無 None	無 None
15,000,000元(含)~30,000,000元(不含) 15 million (included) ~ 30 million (uncluded)	無 None	無 None
30,000,000元(含)~50,000,000元(不含) 30 million (included) ~ 50 million (uncluded)	無 None	無 None
50,000,000元(含)~100,000,000元(不含) 50 million (included) ~ 100 million (uncluded)	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None
總計 Total	12,378,646	12,648,646

2010.01.01 – 2010.12.31

項目 Item	支付總經理及副總經理酬金總額占 稅後純益之比例 % of Remunerations of President & Exec. Vice President to Net Income after Tax		說明 Remarks
	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	
年度 FY			1.本行給付酬金之政策：本行總經理秉承董事長之命及董事會決議綜理行務，副總經理輔佐總經理辦理行務，有關給付其酬金均依本行相關規章辦理。 2.本行給付酬金之標準與組合： (1)薪資：總經理支付標準，依本行第6屆董事會第8次臨時會議決議辦理。副總經理部分，依本行「從業人員職等職級核敘及薪給支給要點」及本行「主管職務加給支給表」辦理。 (2)獎金：依本行「核發經營獎金實施要點」辦理。 (3)員工紅利：依本行「從業人員紅利分配辦法」辦理。 3.本行訂定酬金之程序：經提本行董事會審議通過後實施。 4.本行給付酬金與經營績效之關聯性：獎金及員工紅利與經營績效具有關聯性。 5.本年度支付總經理及副總經理酬金總額占稅後純益比例為9.74%，與98年相較減少9.44%，係因99年度稅後盈餘較98年度成長所致。
2010	9.74	9.74	1.The Bank's policy for payment of compensation: the President is responsible for handling the Bank's general affairs pursuant to the orders of the Chairman and subject to the resolution of the board of directors. The exec. vice president is responsible for assisting the President to handle the Bank's general affairs. The payment of compensation to them shall be subject to the Bank's relevant rules. 2.The Bank's standard and portfolio for payment of compensation: (1) Salary: The standard for payment of salary to the president shall be subject to the resolution of 8th special meeting of the board of directors of 6th term. The payment of salary to the exec. vice president shall be subject to the "Guidelines Governing Job Rank and Level of the Bank's Staff and Payment of Salary to the Staff" and "Table of Additional Payment to the Bank's Supervisors"; (2) Reward: subject to the "Implementation Points Governing the Bank's Payment of Reward"; (3) Employees' bonus: subject to the "Rules Governing Distribution of Bonus to the Bank's Staff". 3.The Bank's procedure for fixing compensation: to be enforced upon approval of the Bank's board of directors. 4.Correlation of the Bank's payment of compensation and business performance: There is some correlation between reward/employees' bonus and business performance. 5.Percentage of remunerations of president & exec. vice president to net income after tax was 9.74% in FY 2010, decrease by 9.44% compared to FY 2009, resulting from the net income after tax in FY 2010 more than in FY 2009.
增減比率 Comparison	(9.44) (說明5) Explanation 5	(9.44) (說明5) Explanation 5	





4. 配發員工紅利之經理人姓名及配發情形

Employees' bonuses to managers

單位：新台幣元；Unit：NT\$

職稱 Title	姓名 Name	股票紅利金額 Amount of Stock Bonus	現金紅利金額 Amount of Cash Bonus	總計 Total	總額占稅後純益之比例 % of Total to Net Income	
經理人 General Managers	總經理 President	鍾武湖 Charles W. Chung				
	副總經理 Exec. Vice President	柯俊清 Chun-Ching Ko				
	副總經理 Exec. Vice President	劉宜鐘 Yi-Jong Liou				
	總稽核 Chief Auditor	劉興地 Shing-Dieh Liu				
	副總稽核兼代總稽核 Exec. Chief Auditor acting Chief Auditor	盧泰揚 Tai-Yang Lu				
	主任秘書 Chief Secretary	徐翠梅 Tsui-Mei Hsu				
	業務管理處處長 Business Management Dept., Vice President and General Manager	吳明宏 Ming-Hung Wu				
	研究發展處處長 Research & Development Dept., Vice President and General Manager	黃宗舜 Johnson Huang				
	風險管理處處長 Risk Management Dept., Vice President and General Manager	林丁連 Ting-Lien Lin				
	授信管理處處長 Credit Management Dept., Vice President and General Manager	王進安 Jin-Ann Wang				
	人力資源處處長 Human Resources Dept., Vice President and General Manager	陳美伶 Mei-Ling Chen				
	人力資源處處長 Human Resources Dept., Vice President and General Manager	陳六南 Liu-Nan Chen	814,166	0	814,166	0.64
	行政管理處處長 Administration Dept., Vice President and General Manager	李翠馨 Trey-Shin Lee				
	法務處處長 Legal Affair Dept., Vice President and General Manager	周德琴 Te-Chin Chou				
	財務管理處處長兼OBU經理 Treasury Dept., Vice President and General Manager and OBU, General Manager	陳守仁 J.C. Shou-Jen Chen				
資訊處處長 Information Technology Dept., Vice President and General Manager	蔡肇榮 Chao-Shen Tsai					

職稱 Title	姓名 Name	股票紅利金額 Amount of Stock Bonus	現金紅利金額 Amount of Cash Bonus	總計 Total	總額占稅後純益之比例 % of Total to Net Income
經理人 General Managers	資訊處副處長兼代處長 Information Technology Dept., Exec. Vice President and General Manager and Acting Vice President and General Manager	陳苡芬 I-Fen Chen			
	公庫部經理 Municipal Treasury Dept., General Manager	柯碧蓉 Pi-Jung Ko			
	營業部經理 Business Dept., General Manager	許月雲 Anna Hsu			
	國外部經理 International Banking Dept., General Manager	蘇明宗 Ming-Jong Su			
	信託部經理 Trust Dept., General Manager	向元慶 Yuan-Chin Shiang			
	財富管理部經理 Wealth Management Dept., General Manager	張榮泰 Jung-Tai Chang			
	七賢分行經理 Chi Hsien Branch, General Manager	顏景瑞 Chin-Tzay Yan			
	鳳山分行經理 Feng Shan Branch, General Manager	王忠輝 Chung-Hui Wang			
	前金分行經理 Chien Chin Branch, General Manager	尤宜珍 Yi-Chen Yu			
	三民分行經理 San Min Branch, General Manager	謝燕卿 Yen-Ching Hsien			
	左營分行經理 Tso Ying Branch, General Manager	陳麗華 Li-Hwa Chen			
	小港分行經理 Hsiao Kang Branch, General Manager	蔡金錶 Jin-Biau Tsai			
	桃園分行經理 Tao Yuan Branch, General Manager	高全斌 Chuan- Pin Kao			
	前鎮分行經理 Chien Chen Branch, General Manager	林啟仁 Chi-Jen Lin			
	右昌分行經理 Yu Chang Branch, General Manager	劉秀慧 Shiu-Hui Liu			
	灣內分行經理 Wan Nei Branch, General Manager	林英忠 Ying-Chung Lin			
	屏東分行經理 Pin Tung Branch, General Manager	李文昌 Wen-Chang Lee			
	桂林分行經理 Kwei Lin Branch, General Manager	陳啟昌 Chi-chang Chen			
	六合分行經理 Liu Ho Branch, General Manager	盧如珍 Ju-Chen Lu			
	楠梓分行經理 Nan Tze Branch, General Manager	黃世宏 Shih-Hung Huang			
鼓山分行經理 Ku Shan Branch, General Manager	巫加威 Cia-Cheng Wu				



職稱 Title	姓名 Name	股票紅利金額 Amount of Stock Bonus	現金紅利金額 Amount of Cash Bonus	總計 Total	總額占稅後純益之比例 % of Total to Net Income
經理人 General Managers	建國分行經理 Chien Kuo Branch, General Manager	劉安和 An-Ho Liu			
	九如分行經理 Chiu Ju Branch, General Manager	林仲貞 Chung-Chen Lin			
	鹽埕簡易型分行經理 Yen Cheng Mini Branch, General Manager	陳慶讚 Ching-Tsan Chen			
	草衙分行經理 Tsao Ya Branch, General Manager	吳敏成 Min-Cheng Wu			
	板橋分行經理 Banciao Branch, General Manager	吳維民 Wei-Min Wu			
	台南分行經理 Tai Nan Branch, General Manager	徐連德 Lien-Te Hsu			
	三多分行經理 San To Branch, General Manager	嚴惠芬 Hueng-Fen Yen			
	大發分行經理 Da Fa Branch, General Manager	蘇文略 Wen-Lueh Su			
	大直分行經理 Ta Chih Branch, General Manager	丁文龍 Aaron Ting			
	台中分行經理 Tai Chung Branch, General Manager	蔡登崑 Duncan Tsai			
	旗津簡易型分行經理 Chi Chin Mini Branch, General Manager	黃獻正 Hsien-Cheng Huang			
	南高雄分行經理 Nan Kaohsiung Branch, General Manager	郭滄文 Shen-Wen Guo			
	大昌分行經理 Ta Chang Branch, General Manager	佘文豪 Wen-Hau Sher			
	新竹分行經理 Hsin Chu Branch, General Manager	廖憲崇 Hsien- Chung Liao			
	市府分行經理 Shih Fu Branch, General Manager	黃秋琴 Chiu-Chin Huang			
	中和分行經理 Chung Ho Branch, General Manager	黃慶堯 Don Huang			
	台北分行經理 Taipei Branch General Manager.	陳威綸 Chuck Chen			
	明誠分行經理 Min Cheng Branch, General Manager	張美珠 Mei-Chu Chang			
	北高雄分行經理 Pei Kaohsiung Branch, General Manager	李華仁 Hwa-Jen Lee			
	博愛分行經理 Po Ai Branch, General Manager	王業興 Yeh-Shing Wang			

註：表列員工紅利金額，係99年度盈餘分配議案股東會前經董事會通過擬議配發經理人之員工紅利金額。

On-balance sheet employees' bonus, i.e. the employees' bonus to be distributed to the officers as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.