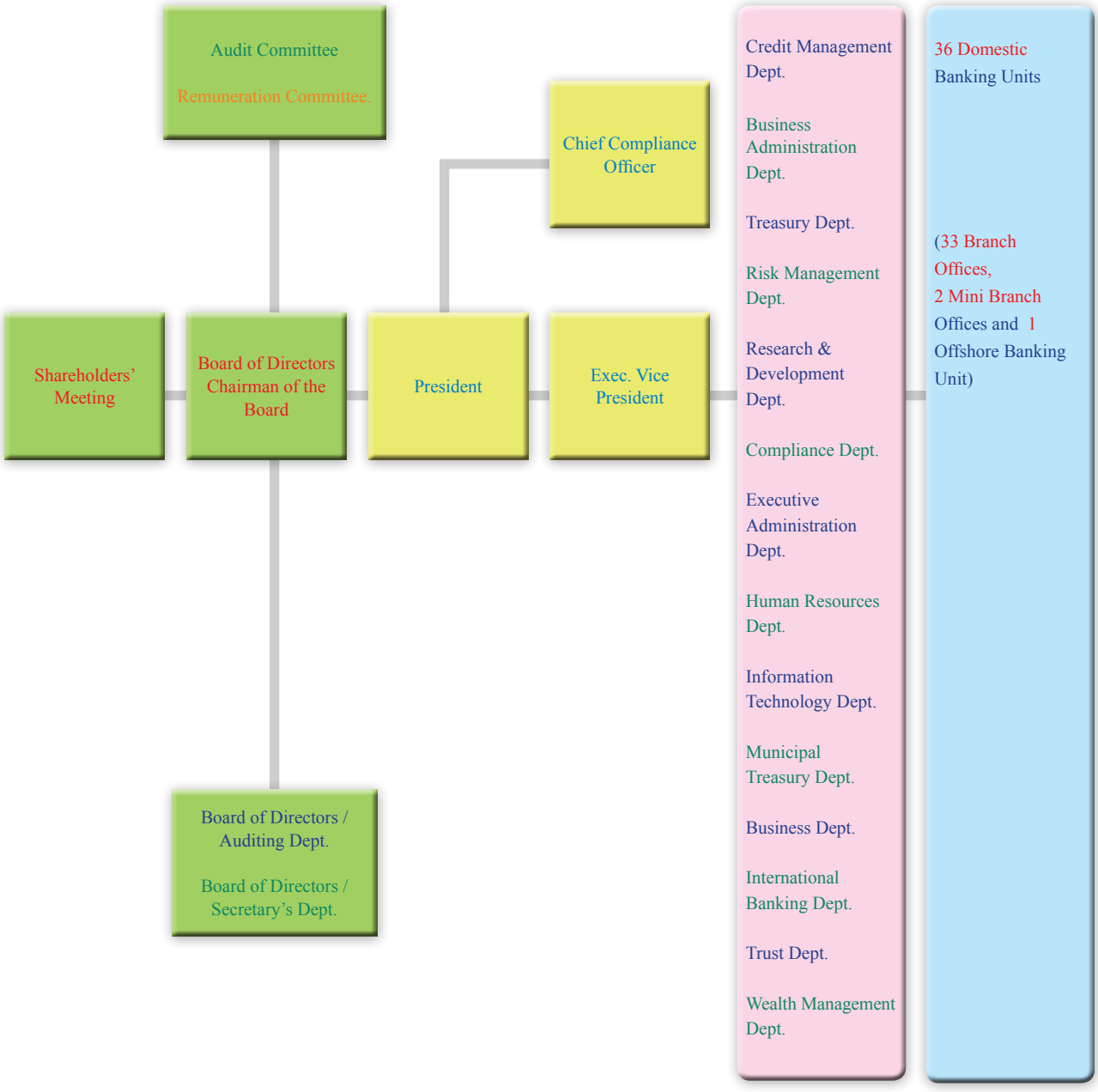
3.1 Organization

3.1.1 Organization Chart



3.1.2 Major Corporate Functions

1. Credit Management Dept.：

Planning, promotion, review, credit investigation, management for loans and credit cards, economic studies, appraisal of collateral, overdue loans reminder management and related business guidance and consulting.

2.Business Administration Dept.：

Management, planning and accounting and statistics for budget and final accounts of the whole business of the Bank except credit, foreign exchange, and trust business; processing of public-benefit lotteries and agent services for other related business.

3. Treasury Dept.：

Capital management; undertake, purchase & sell of marketable securities underwriting; purchase & sell of government bonds; brokerages, purchase & sell, certification and underwriting of short-term notes; acting as the agent for raising government bonds and handling related repayment; planning and execution of investment; and management of assets and liabilities.

4. Risk Management Dept.：

Planning and supervision of the Bank's risk control.

5. Research & Development Dept.：

Synthetic planning, research, development and innovation of operation. Assessment, application for new branches, relocation planning, application for manager's certificates, credit rating, compilation of annual reports.

6. Compliance Dept.：

The planning, management, execution, review, oversight, and training of compliance affairs; administrative affairs in legal fields, such as the review of contracts and documents, legal consultation, provision of legal opinion, and litigation processing.

7. Executive Administration Dept.：

General administration, cash payment and receiving, fixing and maintenance, property, documentation, seals, public relations, bill protection and security of branches, and other affairs irrelevant to financial business which are not managed by any unit of the head office.

8. Human Resources Dept.：

Planning, assessment, management, business trips and leaves, training, wages, welfare, and retirement pay and pension of human resources and labor-capital relations.

9. Information Technology Dept.：

Planning, design and operating management of automatization.

10. Municipal Treasury Dept.：

Design and promotion for business of Municipal and City treasuries. Custody of City-owned securities. Guidance and supervision on branch business.

11. Business Dept.：

Various types of deposits, loans, foreign exchange, domestic remittance, guarantee, cash payment and receiving, capital management, and other financial service.

12. International Banking Dept.：

Managing, Planning and promotion of foreign remittance, deposits, loans, guarantee, cash payment and receiving and other foreign exchange business.

13. Trust Dept.：

Handling trust business approved by the central competent authority with planning, promotion, and execution of subsidiary business.

14. Wealth Management Dept.：

Programming, promotion and execution of wealth management business, management and appraisal of wealth management personnel, and guidance of the marketing planning and management of banking insurance.

3.2 Directors and Management Team

3.2.1 Directors

A. Information on Directors .

2015.4.20

Title	Nationality or registered	Name	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected (Joint Shareholding in Kaohsiung City Government)		Current Shareholding (Joint Shareholding in Kaohsiung City Government)		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouse or within tow degree of kinship		
						Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Chairman	R.O.C.	Toong-Min Chen (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2012.11.01	325,855,912	45.19	334,328,165	45.16	0	0	0	0	Vice President, Landbank	Director, Waterland Securities Co., Ltd., Taiwan Finance Corporation Co., Ltd.	None	None	None
Independent Director and Managing Director	R.O.C.	Wen-Yuan Lin	2014.06.19	2017.06.18	2008.06.19	0	0	0	0	0	0	0	0	Chairman, China Steel Corporation	Chairman, Taiwan Styrene Monomer Co., Eastern Intergrated Marketing,Inc. ; Director, Yusheng Development Corp. , Yuan Xin Technology Materials Co., Ltd., Yangmingshan Tienlai Spring Resort.	None	None	None
Managing Director	R.O.C.	Ruey-Tsang Lee (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2011.06.16	325,855,912	45.19	334,328,165	45.16	0	0	0	0	Director-general of National Property Administration, Ministry of Finance	Secretary-General, Kaohsiung City Government	None	None	None
Managing Director	R.O.C.	Li- Ming Hsu (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2009.06.18	325,855,912	45.19	334,328,165	45.16	0	0	0	0	Director-general of Information Department, Director, Research,Development and Evaluation Commission, Kaohsiung City Government	Deputy Mayor, Kaohsiung City Government	None	None	None
Independent Director	R.O.C.	Mei-Yueh Ho	2014.06.19	2017.06.18	2008.06.19	0	0	0	0	0	0	0	0	The Administrative Committee of the Executive Yuan and Council for Economic Planning And Development	Independent Director, KINPO Electronics Inc., AU Optronics Corporation, Taiwan Pelican Express Co., LTD.	None	None	None
Independent Director	R.O.C.	Tzen-Ping Su	2014.06.19	2017.06.18	2011.06.16	0	0	0	0	0	0	0	0	Chairman, Central News Agency, CNA	Chairman, Advance Media Social Enterprise Co.; Director, Mainfarm trading Co., Chia Tai Enterprise Co. LTD.	None	None	None
Director	R.O.C.	Chen-Cheng Chien (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2014.06.19	325,855,912	45.19	334,328,165	45.16	0	0	0	0	Deputy Director General Finance Bureau, Kaohsiung City Government	Director General Finance Bureau Kaohsiung City Government; Supervisor, Kaohsiung Rapid Transit Corporation	None	None	None
Director	R.O.C.	Richard Lee (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2011.06.16	325,855,912	45.19	334,328,165	45.16	0	0	0	0	Arbitrator, The Arbitration Association of The Republic of China	Chairman, Chu Long Bao Industry Co. Ltd. ; Partner Attorney, Yuan Chen Law Office ; Supervisor, Taiwan Styrene Monomer Co., Hwang Yen Health Preserving business Co. Ltd.	None	None	None
Director	R.O.C.	Chien-Tsai Chao (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2009.06.18	325,855,912	45.19	334,328,165	45.16	0	0	0	0	President, Tang Eng Iron Works co., Ltd.	Director, Chyang Dah Stainless co., Ltd.	None	None	None
Director	R.O.C.	Jueifang P. Chen (Representative of Kaohsiung City Government)	2014.06.19	2017.06.18	2005.03.15	325,855,912	45.19	334,328,165	45.16	0	0	0	0	MBA, Northern Arizona University	Director, Bank of Kaohsiung Corporate Union ;Senior Staff Officer, Bank of Kaohsiung	None	None	None
Director	R.O.C.	Tsung-kun Lee (Representative of Bank of Kaohsiung Corporate Union)	2014.06.19	2017.06.18	2014.06.19	815,099	0.11	836,291	0.11	0	0	0	0	Executive director, Bank of Kaohsiung Corporate Union	Executive director, Bank of Kaohsiung Corporate Union; Chief Research & Development Dept., Bank of Kaohsiung	None	None	None
Director	R.O.C.	Chung-Hsin Liu (Representative of Jinn Her Enterprise Co., Ltd.)	2014.06.19	2017.06.18	2014.06.16	29,361,446	4.07	37,268,195	5.03	0	0	0	0	Deputy Director General Finance Bureau, Kaohsiung City Government	–	None	None	None

Note：1. The names of juridical person shareholders, please refer to page 12 “Major Shareholders of the institutional.”
2. Managing Director Li- Ming Hsu was appointed to be Supervisor by the juridical person shareholder, Kaohsiung City Government, on July 6, 2007~Jun.19, 2008, elected as Director on Jun. 18, 2009, and elected as Managing Director on Sep. 17, 2012.
3. Above “Other Position” data is base on Mar. 19, 2015.
4. Jinn Her Enterprise Co., Ltd. was appointed to be Supervisor on Jun. 16, 2011, elected as Director on Jun. 19, 2014.

B. Major shareholders of the institutional shareholders.

Name of institutional shareholders	Major shareholders of theinstitutional shareholders
Kaohsiung City Government	None
Bank of Kaohsiung Corporate Union	None
Jinn Her Enterprise Co., Ltd.	Tsai Yung Yu, Yung-Chuan Tsai, His-Hui Chen, Hsiung-Tien Tsai

Note：Major shareholders of the major shareholders that are juridical persons：None.

C. Professional qualifications and independence analysis of directors.

Criteria / Name	Meet One of the Following Professional Qualification Requirements, Together with at Least Five Years Work Experience			Independence Criteria (Note)										Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	An Instructor or Higher Position in a Department of Commerce, Law, Finance, Accounting, or Other Academic Department Related to the business Needs of the Bank in a public or private Junior college, College or university	A Judge, Public Prosecutor, Attorney, CPA, or Other Professional or Technical Specialist Who has Passed a National Examination and been Awarded a Certificate in a Profession Necessary for the Business of the Bank	Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Bank	1	2	3	4	5	6	7	8	9	10	
Toong-Min Chen			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		0
Wen-Yuan Lin			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Ruey-Tsang Lee			✓	✓	✓	✓	✓		✓	✓	✓	✓		0
Li- Ming Hsu			✓	✓	✓	✓	✓		✓	✓	✓	✓		0
Mei-Yueh Ho			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	3
Tzen-Ping Su			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0
Chen-Cheng Chien		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		0
Richard Lee		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		0
Chien-Tsai Chao			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		0
Jueifang P. Chen			✓		✓	✓	✓	✓	✓	✓	✓	✓		0
Tsung-kun Lee			✓		✓	✓	✓	✓	✓	✓	✓	✓		0
Chung-Hsin Liu			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		0

Note：Please tick the corresponding boxes if directors or supervisors have been any of the following during the two years prior to being elected or during the term of office.

1. Not an employee of the Bank or any of its affiliates.
2. Not a director or supervisor of the Bank affiliates. The same does not apply, however, in cases where the person is an independent director of the Bank, its parent company, or any subsidiary in which the Bank holds, directly or indirectly, more the 50% of the voting shares.
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the Bank or ranking in the top 10 in holdings.
4. Not a spouse, relative within the second degree of kinship, or lineal relative within the fifth degree of kinship, of any of the persons in the preceding three subparagraphs.
5. Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of outstanding share of the Bank or that holds shares ranking in the top five in holdings.
6. Not a director, supervisor, officer, or shareholder holding 5% or more of the share, of a specified company or institution that has a financial or business relationship with the Bank.
7. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the Bank or to any affiliate of the Bank, or a spouse therof. But, exclude the members of the remuneration committee, they exercise Article 7 of "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter".
8. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Bank.
9. Not been a person of any conditions defined in Article 30 of the Company Law.
10. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.

3.2.2 Management Team

2015.04.20

Title	Nationality	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degree of Kinship		
				Shares	%	Shares	%	Shares	%			Title	Name	Relation
President	R.O.C.	Moan-Sheng Huang	2013.01.09	1,460	0.0002	0	0	0	0	General Manager and Chief, Landbank	None	None	None	None
Exec. Vice President	R.O.C.	Jin-Ann Wang	2014.02.27	75,923	0.0103	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank General Insurance Agency Co., Ltd.	None	None	None
Exec. Vice President and Risk Management Dept., and Research & Development Dept., Vice President and General Manager	R.O.C.	Johnson Huang	2014.02.27	18,827	0.0025	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Chief Auditor	R.O.C.	Chung-Chen Lin	2011.01.18	25,251	0.0034	0	0	0	0	Chief Auditor, Bank of Kaohsiung	None	None	None	None
Counsel and Chief Secretary	R.O.C.	Tsui-Mei Hsu	2014.02.27	86,798	0.0117	0	0	0	0	Chief Secretary, Bank of Kaohhsiung	Director, Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Counsel	R.O.C.	Chun-Ching Ko	2014.02.27	1,169	0.0002	0	0	0	0	Exec. Vice President	None	None	None	None
Chief Compliance Officer and Compliance Dept. Vice President and General Manager	R.O.C.	Te-Chin Chou	2015.01.27	23,542	0.0032	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	Supervisor, Kaohsiung Bank Insurance Agency Co.,Ltd. and Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Business Administration Dept., Vice President and General Manager	R.O.C.	Anna Hsu	2012.07.01	18,705	0.0025	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Credit Management Dept., Vice President and General Manager	R.O.C.	Ting-Lien Lin	2012.07.01	40,237	0.0054	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	Supervisor, Kaohsiung Bank Insurance Agency Co., Ltd. and Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Human Resources Dept., and Executive Administration Dept., Vice President and General Manager	R.O.C.	Shiu-Hui Liu	2015.03.02	22,120	0.0030	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Treasury Dept., Vice President and General Manager and OBU, General Manager	R.O.C.	J.C. Shou-Jen Chen	2008.04.01	116,159	0.0157	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Information Technology Dept., Vice President and General Manager	R.O.C.	I-Fen Chen	2011.02.24	89,603	0.0121	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Municipal Treasury Dept., General Manager	R.O.C.	Mei-Ling Chen	2012.07.01	51,756	0.0070	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	Director and President, Kaohsiung Bank Insurance Agency Co., td.	None	None	None
International Banking Dept., General Manager	R.O.C.	Shuen-Hua Chen	2012.09.07	18,280	0.0025	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Trust Dept., General Manager	R.O.C.	Ching-Hui Lin	2015.03.02	17,932	0.0024	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Wealth Management Dept., General Manager	R.O.C.	Yuan-Chin Shiang	2013.03.01	70,848	0.0096	0	0	0	0	General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank Insurance Agency Co., td. And President, Kaohsiung Bank General Insurance Agency Co., Ltd.	None	None	None
Business Dept., General Manager	R.O.C.	Jung-Tai Chang	2015.03.02	18,029	0.0024	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Gangshan Benjhou Branch, General Manager	R.O.C.	Ming-Hung Wu	2012.12.17	57,078	0.0077	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Feng Shan Branch, General Manager	R.O.C.	Tung-Chiang Sung	2013.03.01	20,665	0.0028	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chien Chin Branch, General Manager	R.O.C.	Ying-Mien Hsu	2014.04.01	21,645	0.0029	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
San Min Branch, General Manager	R.O.C.	Yi-Chen Yu	2014.04.01	23,105	0.0031	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Tso Ying Branch, General Manager	R.O.C.	Shu-Z. Chen	2014.04.01	1,881	0.0003	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Hsiao Kang Branch, General Manager	R.O.C.	Hsien-Kuo Chen	2015.05.01	23,325	0.0032	75,136	0.0101	0	0	General Manager, Bank of Kaohsiung	None	General Manager	Li-Hwa Chen	Spouse

Title	Nationality	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degree of Kinship		
				Shares	%	Shares	%	Shares	%			Title	Name	Relation
Tao Yuan Branch, General Manager	R.O.C.	Chuan-Pin Kao	2009.10.22	17,783	0.0024	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chien Chen Branch, General Manager	R.O.C.	Yen-Ching Hsien	2014.04.01	34,081	0.0046	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Yu Chang Branch, General Manager	R.O.C.	Hueng-Fen Yen	2014.04.01	25,223	0.0034	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Wan Nei Branch, General Manager	R.O.C.	Shiow-Lien Su	2015.03.02	86,799	0.0117	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Pin Tung Branch, General Manager	R.O.C.	Chiu-Lan Hsu	2014.04.01	26,198	0.0035	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Kwei Lin Branch, General Manager	R.O.C.	Chiu-Chin Huang	2015.03.02	33,146	0.0045	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Liu Ho Branch, General Manager	R.O.C.	Hsien-Cheng Huang	2015.03.02	123,000	0.0166	52,165	0.0070	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Nan Tze Branch, General Manager	R.O.C.	Wei-Min Wu	2011.10.26	22,161	0.0030	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Ku Shan Branch, General Manager	R.O.C.	Trey-Shin Lee	2012.07.01	50,412	0.0068	961	0.0001	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chien Kuo Branch, General Manager	R.O.C.	Tzu-Dan Yen	2015.03.02	22,034	0.0030	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chiu Ju Branch, General Manager	R.O.C.	Hwa-Jen Lee	2015.03.02	25,145	0.0034	0	0	0	0	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Yen Cheng Mini Branch, General Manager	R.O.C.	Mei-Chu Chang	2014.04.01	36,284	0.0049	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Tsao Ya Branch, General Manager	R.O.C.	Ching-Tsan Chen	2011.10.26	23,351	0.0032	22,253	0.0030	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Banciao Branch, General Manager	R.O.C.	Te-Ching Wan	2011.10.26	43,502	0.0059	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Tai Nan Branch, General Manager	R.O.C.	Wen-Lueh Su	2015.03.02	24,457	0.0033	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
San To Branch, General Manager	R.O.C.	Wen-Hau Sher	2014.04.01	24,418	0.0033	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Da Fa Branch, General Manager	R.O.C.	Chia-Hung Chen	2014.04.01	786	0.0001	11,839	0.0016	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Ta Chih Branch, General Manager	R.O.C.	Don Huang	2012.09.07	24,861	0.0034	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Tai Chung Branch, General Manager	R.O.C.	Yeh-Shing Wang	2012.09.07	23,976	0.0032	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chi Chin Mini Branch, General Manager	R.O.C.	Yao-Huan Lin	2014.04.01	21,225	0.0029	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Nan Kaohsiung Branch, General Manager	R.O.C.	Shih-Hung Huang	2014.04.01	3,687	0.0005	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Dali Branch, General Manager	R.O.C.	Yu-Huey Tsao	2015.03.02	21,190	0.0029	0	0	0	0	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Hsin Chu Branch, General Manager	R.O.C.	Hsien- Chung Liao	2010.03.08	17,625	0.0024	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Shih Fu Branch, General Manager	R.O.C.	Pi-Jung Ko	2015.03.02	56,291	0.0076	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Chung Ho Branch, General Manager	R.O.C.	Chuck Chen	2012.09.07	26,108	0.0035	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Taipei Branch, General Manager	R.O.C.	Aaron Ting	2012.09.07	23,360	0.0032	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Min Cheng Branch, General Manager	R.O.C.	Li-Hwa Chen	2012.04.03	75,136	0.0101	23,325	0.0032	0	0	General Manager, Bank of Kaohsiung	None	General Manager	Hsien-Kuo Chen	Spouse
Pei Kaohsiung Branch, General Manager	R.O.C.	Ming-Ta Yang	2015.03.02	16,585	0.0022	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None
Po Ai Branch, General Manager	R.O.C.	Wei-Lin Hsu	2012.09.07	3,436	0.0005	0	0	0	0	General Manager, Bank of Kaohsiung	None	None	None	None

3.3 Remuneration of Directors, Supervisors, President, and Vice President.

3.3.1 Remunerations of Directors (Independent Directors)

Unit：NT$ Thousand in 2014.1.1~ 2014.12.31

Title	Name	Remuneration								Ratio of total remuneration (A+B+C+D) to net income (%)		Relevant remuneration received by directors who are also employees												Ratio of total compensation (A+B+C+D+E+F+G) to net income (%)		Compensation paid to directors from an invested company other than the company's subsidiary
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)		Business expenses (D)				Salary, Bonuses and Allowances (E)		Severance Pay (F)		Profit Sharing-Employee Bonus (G)				Exercisable Employee Stock Options (H)		Acquired Number of New Restricted Employee Shares				
																BOK		Companies in the financial statements								
		BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	Cash	Stock	Cash	Stock	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	
Chairman	Toong-Min Chen (Representative of Kaohsiung City Government)	11,411	Note4	0	Note4	7,512	Note4	882	Note4	19,805	Note4	2,784	Note4	154	Note4	0	103	Note4	Note4	0	Note4	0	Note4	22,846	Note4	414
Independent Director and Managing Director	Wen-Yuan Lin																									
Managing Director	Ruey-Tsang Lee (Representative of Kaohsiung City Government)																									
Managing Director	Li- Ming Hsu (Representative of Kaohsiung City Government)																									
Independent Director	Mei-Yueh Ho																									
Independent Director	Tzen-Ping Su																									
Director	Chen-Cheng Chien (Representative of Kaohsiung City Government)																									
Director	Richard Lee (Representative of Kaohsiung City Government)																									
Director	Chien-Tsai Chao (Representative of Kaohsiung City Government)																									
Director	Jueifang P. Chen (Representative of Kaohsiung City Government)																									
Director	Tsung-kun Lee (Representative of Bank of Kaohsiung Corporate Union)																									
Director	Chung-Hsin Liu (Representative of Jinn Her Enterprise Co., Ltd.)																									
Director	Yuan-Pei Chou (Representative of Kaohsiung City Government)																									
Director	Lai-Chuan Chang (Representative of Kaohsiung City Government)																									
Director	Wen-Ching Yang (Representative of Heng Fong Asset Management Co., Ltd.)																									
	Kaohsiung City Government																									
	Bank of Kaohsiung Corporate Union																									

Note：1. The Bank provides included the rental fees of Chairman's Professional practice site, rental fees of business car and expenses of fuel total NT$854,686. In addition, one driver was offered, whose remuneration was NT$1,099,516.
2. No actual retirement pension was given in 2014.
3. Director Yuan-Pei Chou, Lai-Chuan Chang, Wen-Ching Yang at June 2014 and outgoing directorships, by Chen-Cheng Chien, Tsung-kun Lee, Chung-Hsin Liu and succession of directors.
4. The amount of "Companies in the financial statements" is identical to the amount in the cell for "BOK".

Range of Remunerations

Unit：NT$ Thousand

Range of Remunerations	Name of Directors			
	Total of A+B+C+D		Total of A+B+C+D+E+F+G	
	BOK	Companies in the financial statements (I)	BOK	All investees (J)
under 2 million	Ruey-Tsang Lee, Li- Ming Hsu, Chen-Cheng Chien, Richard Lee, Chien-Tsai Chao, Jueifang P. Chen, Tsung-kun Lee, Chung-Hsin Liu, Yuan-Pei Chou, Lai-Chuan Chang, Wen-Ching Yang, Bank of Kaohsiung Corporate Union	Ruey-Tsang Lee, Li- Ming Hsu, Chen-Cheng Chien, Richard Lee, Chien-Tsai Chao, Jueifang P. Chen, Tsung-kun Lee, Chung-Hsin Liu, Yuan-Pei Chou, Lai-Chuan Chang, Wen-Ching Yang, Bank of Kaohsiung Corporate Union	Ruey-Tsang Lee, Li- Ming Hsu, Chen-Cheng Chien, Richard Lee, Chien-Tsai Chao, Tsung-kun Lee, Chung-Hsin Liu, Yuan-Pei Chou, Lai-Chuan Chang, Wen-Ching Yang, Bank of Kaohsiung Corporate Union	Ruey-Tsang Lee, Li- Ming Hsu, Chen-Cheng Chien, Richard Lee, Chien-Tsai Chao, Tsung-kun Lee, Chung-Hsin Liu, Yuan-Pei Chou, Lai-Chuan Chang, Wen-Ching Yang, Bank of Kaohsiung Corporate Union
2 million(included) ~ 5 million(uncluded)	Toong-Min Chen, Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su	Toong-Min Chen, Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su	Toong-Min Chen, Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su, Jueifang P. Chen	Toong-Min Chen, Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su, Jueifang P. Chen
5 million(included) ~ 10 million(uncluded)	Kaohsiung City Government	Kaohsiung City Government	Kaohsiung City Government	Kaohsiung City Government
10 million(included) ~ 15 million(uncluded)	—	—	—	—
15 million(included) ~ 30 million(uncluded)	—	—	—	—
30 million(included) ~ 50 million(uncluded)	—	—	—	—
50 million(included) ~ 100 million(uncluded)	—	—	—	—
over 100 million	—	—	—	—
Total	19,805	19,805	22,846	22,846

Item / FY	Ratio of Remunerations of Directors to Net Income after Tax (%)		Remarks
	BOK	Companies in the consolidate financial statements	
2014	4.48	4.48	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, compensation committee 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. Board of directors is authorized to approve according to the usual level of other banks. (2) Distribution of earnings: subject to "the Bank's Articles of Incorporation", but independent directors are not eligible for the distribution. (3) Bonus to directors who are also employees shall be 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 shareholders' meeting, compensation committee and board of directors. 4. The Bank's payment of compensation for correlation between business performance and future risk: 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. If a director is involved in illegal activities that caused damages to the Bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, the Bank shall take necessary punitive action against the director according to applicable laws. 5. Percentage of remunerations of directors to net income after tax was 4.48% in FY 2014 increase by 0.75% compared to FY 2013, as a result of the bonus to directors for the year 2014 higher than 2013.
2013	3.73	3.73	
Comparison	0.75 (Explanation 5)	0.75 (Explanation 5)	

3.3.2 Remuneration of Supervisors

Unit：NT$ Thousand in 2014.1.1~ 2014.12.31

Title	Name	Remuneration										
		Base Compensation (A)		Severance Pay (B)		Bonus to Supervisors (C)		Allowances (D)		Ratio of total remuneration (A+B+C+D) to net income (%)		Compensation paid to supervisors from an invested company other than the company's subsidiary
		BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	
Supervisor	Yung-Yu Tsai (Representative of Jinn Her Enterprise co., Ltd.)	336	Note	0	Note	714	Note	90	Note	1.140	Note	None
Supervisor	Yu-Hui Su											
Supervisor	Shan- Hui Chang											

Note : The amount of "Companies in the financial statements" is identical to the amount in the cell for "BOK".

Range of Remunerations

Unit：NT$ Thousand in 2014.1.1~ 2014.12.31

Range of Remunerations	Name of Supervisor	
	Total of A+B+C+D	
	BOK	All investees (E)
under 2 million	Yung-Yu Tsai, Yu-Hui Su, Shan-Hui Chang.	Yung-Yu Tsai, Yu-Hui Su, Shan-Hui Chang.
2 million(included) ~ 5 million(uncluded)	—	—
5 million(included) ~ 10 million(uncluded)	—	—
10 million(included) ~ 15 million(uncluded)	—	—
15 million(included) ~ 30 million(uncluded)	—	—
30 million(included) ~ 50 million(uncluded)	—	—
50 million(included) ~ 100 million(uncluded)	—	—
over 100 million	—	—
Total	1,140	1,140

Item / FY	Ratio of Remunerations of Supervisors to Net Income after Tax (%)		Remarks
	BOK	Companies in the consolidate financial statements	
2014	0.22	0.22	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, compensation committee 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. Board of directors is authorized to approve according to the usual level of other banks. (2) Distribution of earnings: subject to "the Bank's Articles of Incorporation", but independent directors are not eligible for the distribution. (3) Bonus to directors who are also employees shall be 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 shareholders' meeting, compensation committee and board of directors. 4. The Bank's payment of compensation for correlation between business performance and future risk: 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. If a director is involved in illegal activities that caused damages to the Bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, the Bank shall take necessary punitive action against the director according to applicable laws. 5. Percentage of remunerations of supervisors to net income after tax was 0.22% in FY 2014 decrease by 0.05% compared to FY 2013, as a result of the term of the supervisors expires on June 19 2014.
2013	0.27	0.27	
Comparison	(0.05) (Explanation 5)	(0.05) (Explanation 5)	

3.3.3 Compensation of President and Vice President

Unit：NT$ Thousand in 2014.1.1~ 2014.12.31

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing-Employee Bonus (D)				Ratio of total compensation (A+B+C+D) to net income (%)		Exercisable Employee Stock Options		Acquired Number of New Restricted Employee Shares		Compensation paid to the president and vice president from an invested company other than the company's subsidiary
		BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK		Companies in the financial statements		BOK	Companies in the financial statements	BOK	Companies in the financial statements	BOK	Companies in the financial statements	
								Cash	Stock	Cash	Stock							
President	Moan-Sheng Huang	9,458	Note4	580	Note4	3,653	Note4	0	299	Note4	Note4	13,990	Note4	0	Note4	0	Note4	None
Exec.Vice President	Jin-Ann Wang																	
Exec. Vice President	Johnson Huang																	
Chief Auditor	Chung-Chen Lin																	
Exec.Vice President	Chun-Ching Ko																	
Exec.Vice President	Yi-Jong Liou																	

Note：1. The Bank provides included the rental fees of President's Professional practice site, rental fees of business car and expenses of fuel total NT$671,000. In addition, one driver was offered, whose remuneration was NT$1,012,538.
2. Exec. Vice President Yi-Jong Liou 2014.3.1 mandatory retirement; Chun-Ching Ko 2014.2.27 reassignment to consultant.
3. Retirement pension in the amount of the actual payment of NT$ 7,233,296 in 2013.
4. The amount of "Companies in the financial statements" is identical to the amount in the cell for "BOK".

Range of Remunerations

Unit：NT$ Thousand in 2014.1.1~ 2014.12.31

Range of Remunerations	Name of President and Vice Presidents	
	BOK	All investees (E)
under 2 million	Chun-Ching Ko, Yi-Jong Liou	Chun-Ching Ko, Yi-Jong Liou
2 million(included) ~ 5 million(uncluded)	Moan-Sheng Huang , Jin-Ann Wang, Johnson Huang, Chung-Chen Lin	Moan-Sheng Huang ,Jin-Ann Wang, Johnson Huang, Chung-Chen Lin
5 million(included) ~ 10 million(uncluded)	—	—
10 million(included) ~ 15 million(uncluded)	—	—
15 million(included) ~ 30 million(uncluded)	—	—
30 million(included) ~ 50 million(uncluded)	—	—
50 million(included) ~ 100 million(uncluded)	—	—
over 100 million	—	—
Total	13,990	13,990

Item / FY	Ratio of Remunerations of President & Exec. Vice President to Net Income after Tex (%)		Remarks
	BOK	Companies in the consolidate financial statements	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, compensation committee 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. Board of directors is authorized to approve according to the usual level of other banks. (2) Distribution of earnings: subject to "the Bank's Articles of Incorporation", but independent directors are not eligible for the distribution. (3) Bonus to directors who are also employees shall be 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 shareholders' meeting, compensation committee and board of directors. 4. The Bank's payment of compensation for correlation between business performance and future risk: 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. If a director is involved in illegal activities that caused damages to the Bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, the Bank shall take necessary punitive action against the director according to applicable laws. 5. Percentage of remunerations of president & exec. vice president to net income after tax was 2.74% in FY 2014 decrease by 0.40% compared to FY 2013, as a result of the net Income after for the year 2014 higher than 2013.
2014	2.74	2.74	
2013	3.14	3.14	
Comparison	(0.40) (Explanation 5)	(0.40) (Explanation 5)	

3.3.4 Employees' bonuses to Managers

Unit：NT$ Thousand in 2014.12.31

Title		Name	Bonus —in Stock	Bonus —in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President	Moan-Sheng Huang				
	Exec.Vice President and Business Dept., General Manager	Jin-Ann Wang				
	Exec. Vice President and Risk Management Dept., and Research & Development Dept., Vice President and General Manager	Johnson Huang				
	Chief Auditor	Chung-Chen Lin				
	Counsel and Chief Secretary	Tsui-Mei Hsu				
	Business Administration Dept., Vice President and General Manager	Anna Hsu				
	Credit Management Dept., Vice President and General Manager	Ting-Lien Lin				
	Executive Administration Dept., and Human Resources Dept., Vice President and General Manager	Hwa-Jen Lee				
	Legal Affair Dept., Vice President and General Manager	Te-Chin Chou				
	Treasury Dept., Vice President and General Manager and OBU, General Manager	J.C. Shou-Jen Chen				
	Information Technology Dept., Vice President and General Manager	I-Fen Chen				
	Municipal Treasury Dept., General Manager	Mei-Ling Chen				
	International Banking Dept., General Manager	Shuen-Hua Chen				
	Trust Dept., General Manager	Jung-Tai Chang				
	Wealth Management Dept., General Manager	Yuan-Chin Shiang				
	Gangshan Benjhou Branch, General Manager	Ming-Hung Wu				
	Feng Shan Branch, General Manager	Tung-Chiang Sung				
	Chien Chin Branch, General Manager	Ying-Mien Hsu				
	San Min Branch, General Manager	Yi-Chen Yu				
	Tso Ying Branch, General Manager	Shu-Z. Chen				
	Hsiao Kang Branch, General Manager	Jin-Biau Tsai				
	Tao Yuan Branch, General Manager	Chuan-Pin Kao				
	Chien Chen Branch, General Manager	Yen-Ching Hsien				
	Yu Chang Branch, General Manager	Hueng-Fen Yen	2,961	0	2,961	0.58%
	Wan Nei Branch, General Manager	Chung-Hui Wang				
	Pin Tung Branch, General Manager	Chiu-Lan Hsu				
	Kwei Lin Branch, General Manager	Shiow-Lien Su				
	Liu Ho Branch, General Manager	Li-Wen Shi				
	Nan Tze Branch, General Manager	Wei-Min Wu				
	Ku Shan Branch, General Manager	Trey-Shin Lee				
	Chien Kuo Branch, General Manager	Hsien-Kuo Chen				
	Chiu Ju Branch, General Manager	Shiu-Hui Liu				
	Yen Cheng Mini Branch, General Manager	Mei-Chu Chang				
	Tsao Ya Branch, General Manager	Ching-Tsan Chen				
	Banciao Branch, General Manager	Te-Ching Wan				
	Tai Nan Branch, General Manager	Ming-Ta Yang				
	San To Branch, General Manager	Wen-Hau Sher				
	Da Fa Branch, General Manager	Chia-Hung Chen				
	Ta Chih Branch, General Manager	Don Huang				
	Tai Chung Branch, General Manager	Yeh-Shing Wang				
	Chi Chin Mini Branch, General Manager	Yao-Huan Lin				
	Nan Kaohsiung Branch, General Manager	Shih-Hung Huang				
	Dali Branch, General Manager	Wen-Lueh Su				
	Hsin Chu Branch, General Manager	Hsien- Chung Liao				
	Shih Fu Branch, General Manager	Chi-Jen Lin				
	Chung Ho Branch, General Manager	Chuck Chen				
	Taipei Branch, General Manager.	Aaron Ting				
	Min Cheng Branch, General Manager	Li-Hwa Chen				
	Pei Kaohsiung Branch, General Manager	Pi-Jung Ko				
	Po Ai Branch, Acting General Manager	Wei-Lin Hsu				

Note: On-balance sheet employees' bouns, i.e. the employees' bouns be distributed to the officers as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2014.