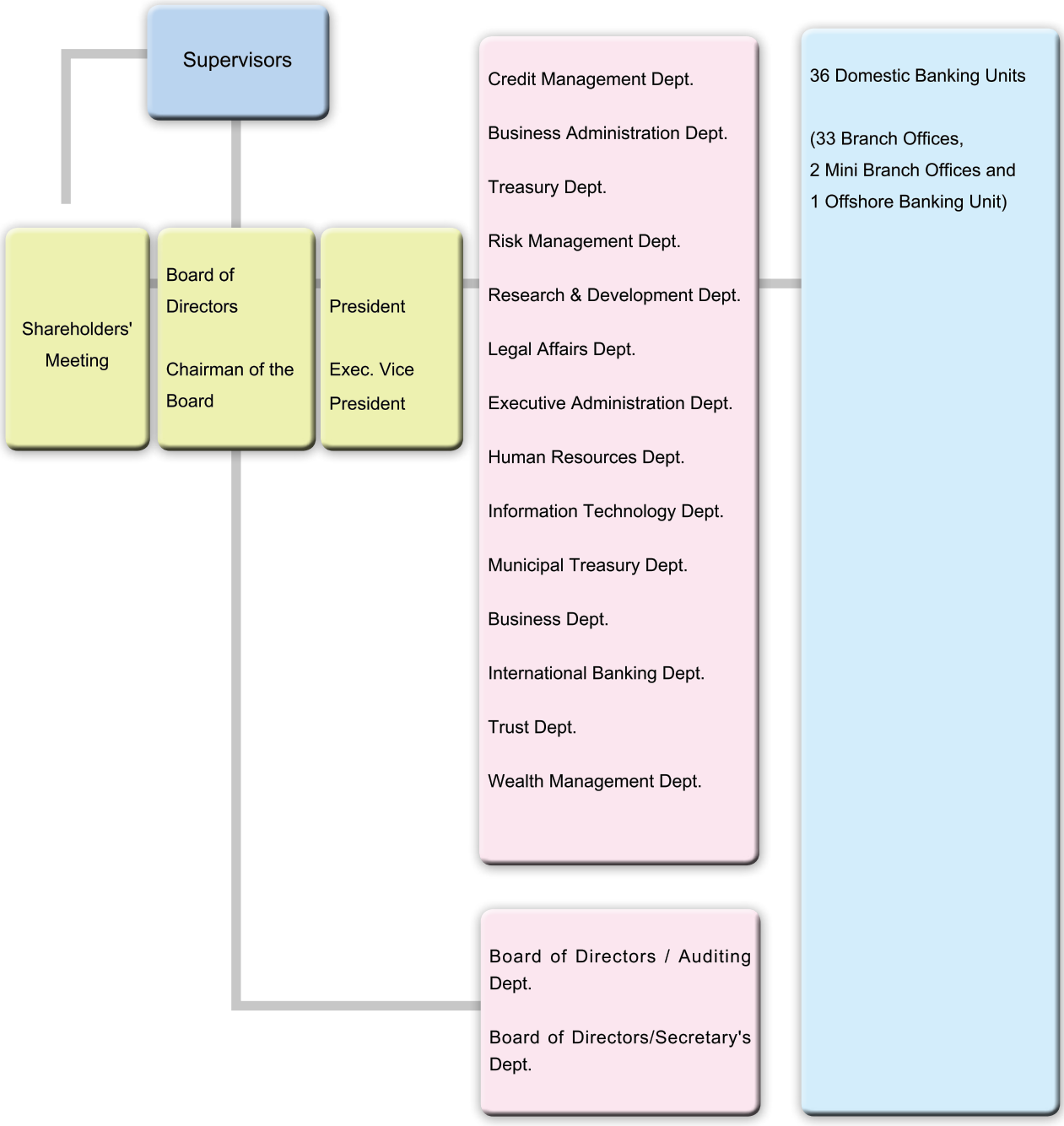
3.1 Organization

3.1.1 Organization Chart



3.1.2 Major Corporate Functions

Credit Management Dept.:
Planning, promotion, review, credit investigation, management for loans and credit cards, economic studies, and appraisal of collateral and related business guidance and consulting.

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.

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.

Risk Management Dept.:
Planning and supervision of the Bank's risk control.

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.

Legal Affairs Dept.:
Affairs related to justice and non-performing loans. Planning, management and execution of compliance with the systems governed by laws and regulations.

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.

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.

Information Technology Dept.:
Planning, design and operating management of automatization.

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

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

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

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

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, Supervisors and Management Team

3.2.1 Directors & Supervisors

A. Information on Directors & Supervisors

Title	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)	
					Shares	%	Shares	%
Chairman	Toong-Min Chen (Representative of Kaohsiung City Government)	2012.11.01	2014.06.15	2012.11.01	320,094,217	45.28	325,855,912	45.19
Independent Director and Managing Director	Wen-Yuan Lin	2011.06.16	2014.06.15	2008.06.19	0	0	0	0
Managing Director	Ruey-Tsang Lee (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2011.06.16	242,236,966	46.07	325,855,912	45.19
Managing Director	Li- Ming Hsu (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2009.06.18	242,236,966	46.07	325,855,912	45.19
Independent Director	Mei-Yueh Ho	2011.06.16	2014.06.15	2008.06.19	0	0	0	0
Independent Director	Tzen-Ping Su	2011.06.16	2014.06.15	2011.06.16	0	0	0	0
Director	Richard Lee (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2011.06.16	242,236,966	46.07	325,855,912	45.19
Director	Yuan- Pei Chou (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2008.06.19	242,236,966	46.07	325,855,912	45.19
Director	Jueifang P. Chen (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2005.03.15	242,236,966	46.07	325,855,912	45.19
Director	Chien-Tsai Chao (Representative of Kaohsiung City Government)	2011.06.16	2014.06.15	2009.06.18	242,236,966	46.07	325,855,912	45.19
Director	Wen-Ching Yang (Representative of Heng Fong Asset Management Co., Ltd.)	2011.06.16	2014.06.15	2011.06.16	100,000	0.02	113,507	0.02
Director	Lai-Chuan Chang (Representative of Kaohsiung City Government)	2012.02.20	2014.06.15	2007.07.06	320,094,217	45.28	325,855,912	45.19
Supervisor	Yung-Yu Tsai (Representative of Jinn Her Enterprise Co., Ltd.)	2011.06.16	2014.06.15	2011.06.16	1,028,000	0.2	29,361,446	4.07
Supervisor	Yu-Hui Su	2011.06.16	2014.06.15	2002.06.20	0	0	0	0
Supervisor	Shan-Hui Chang	2011.06.16	2014.06.15	2008.06.19	0	0	0	0

Note: 1. The names of juridical person shareholders, please refer to page 13 “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.

Name	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	%			Title	Name	Relation
Toong-Min Chen (Representative of Kaohsiung City Government)	0	0	0	0	Vice President, Landbank	Director, Waterland Securities Co., Ltd.; Supervisor, Taiwan Finance Corporation Co., Ltd.	None	None	None
Wen-Yuan Lin	0	0	0	0	Chairman, China Steel Corporation	Chairman, Taiwan Styrene Monomer Co.; Director, Yusheng Development Corp. , Yuan Xin Technology Materials Co., Ltd., Yangmingshan Tienlai Spring Resort.	None	None	None
Ruey-Tsang Lee (Representative of Kaohsiung City Government)	0	0	0	0	Director-general of National Property Administration, Ministry of Finance	Secretary-General. Kaohsiung City Government	None	None	None
Li- Ming Hsu (Representative of Kaohsiung City Government)	0	0	0	0	Director-general of Information Department, Kaohsiung City	Director, Research,Development and Evaluation Commission, Kaohsiung City Government	None	None	None
Mei-Yueh Ho	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
Tzen-Ping Su	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
Richard Lee (Representative of Kaohsiung City Government)	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 Wax Co., Ltd. , Taiwan Styrene Monomer Co., Hwang Yen Health Preserving business Co. Ltd.;	None	None	None
Yuan- Pei Chou (Representative of Kaohsiung City Government)	0	0	0	0	President, and Secretary General, Kaohsiung BAR Association	Routine Supervisor, Kaohsiung BAR Association	None	None	None
Jueifang P. Chen (Representative of Kaohsiung City Government)	0	0	0	0	MBA, Northern Arizona University	Senior Staff Officer, Bank of Kaohsiung	None	None	None
Chien-Tsai Chao (Representative of Kaohsiung City Government)	0	0	0	0	President, Tang Eng Iron Works co., Ltd.	Director, Chyang Dah Stainless co., Ltd.	None	None	None
Wen-Ching Yang (Representative of Heng Fong Asset Management Co., Ltd.)	0	0	0	0	Vice Chief, Financial Examination Bureau of Financial Supervisory Commission, R.O.C.	Chairman, Heng Fong Investment Advisory Co. Ltd.; Director, Chengsin Manages Consultant, Chih Chin Financial Consulting Ltd., Shaung Tzu Xing International Development Co., Heng Fong Asset Management Co., Ltd. ; Supervisor, Evergreen Construction Corp.	None	None	None
Lai-Chuan Chang (Representative of Kaohsiung City Government)	0	0	0	0	Consultant, Kaohsiung City Government	Chairman, Yongyang Fire Control Safety Equipment Co., Ltd.	None	None	None
Yung-Yu Tsai (Representative of Jinn Her Enterprise Co., Ltd.)	0	0	0	0	President, Jinn Her Enterprise Co., Ltd.	Chairman, TAMRON Leisure Co., Ltd., TAMRON Construction Co., Ltd., RONTAM Leisure Co., Ltd., Jinn Her Enterprise Co., Ltd.; Director, Chin Shun Li Industry CO., Brighton-Best international (Taiwan) Inc., iPASS Corporation, Modern Plating Asian Pacific ; Supervisor, Jiin Chuen Construction Co., Ltd.	None	None	None
Yu-Hui Su	0	0	0	0	Accounting Doctor, Department and Graduate Institute of Business Administration, National Taiwan University	Director, CECI Engineering Consultants, Inc., Taiwan., Zhi Jiu Venture Capital Co., Ltd., Guanhua Venture Capital Co., Ltd. ; Supervisor,Chu Yi Industry Co., Ltd. Makalot Industrial Co., Ltd.	None	None	None
Shan-Hui Chang	0	0	0	0	Chairman,Wetec International CPAS.	Head of EnWise CPAs & Co., Kaohsiung Location; Director,Jin Youjian Health Management Consulting Co., Ltd., Chemical Industry CO., Ltd., Yung Chi Paint & Varnish Mfg. Co., Ltd. ; Supervisor, PANBIOTIC LABORTORIES, Thinking Electronic Industrial Co., Ltd., Gold Liancheng Resource Technology Corporation	None	None	None

Note : Above “Other Position” data is base on April 11, 2014.

B. Major shareholders of the institutional shareholders

Name of institutional shareholders	Major shareholders of theinstitutional shareholders
Kaohsiung City Government	None
Heng Fong Asset Management Co., Ltd.	Wen-Ching Yang, Hsing-Chun Kao
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 and supervisors

Criteria / Name	Meet One of the Following Professional Qualification Requirements, Together with at Least Five Years Work Experience			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	
Toong-Min Chen			✓	0
Wen-Yuan Lin			✓	0
Ruey-Tsang Lee			✓	0
Li- Ming Hsu			✓	0
Mei-Yueh Ho			✓	3
Tzen-Ping Su			✓	0
Richard Lee		✓		0
Yuan- Pei Chou		✓	✓	0
Jueifang P. Chen			✓	0
Chien-Tsai Chao			✓	0
Wen-Ching Yang		✓	✓	0
Lai-Chuan Chang			✓	0
Yung-Yu Tsai			✓	0
Yu-Hui Su	✓	✓	✓	0
Shan-Hui Chang		✓	✓	0

Name \ Criteria	Independence Criteria (Note)									
	1	2	3	4	5	6	7	8	9	10
Toong-Min Chen	✓		✓	✓	✓	✓	✓	✓	✓	
Wen-Yuan Lin	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ruey-Tsang Lee	✓		✓	✓		✓	✓	✓	✓	
Li- Ming Hsu	✓		✓	✓		✓	✓	✓	✓	
Mei-Yueh Ho	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tzen-Ping Su	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Richard Lee	✓		✓	✓	✓	✓	✓	✓	✓	
Yuan-Pei Chou	✓		✓	✓	✓	✓	✓	✓	✓	
Jueifang P. Chen			✓	✓	✓	✓	✓	✓	✓	
Chien-Tsai Chao	✓		✓	✓	✓	✓	✓	✓	✓	
Wen-Ching Yang	✓		✓	✓	✓	✓	✓	✓	✓	
Lai-Chuan Chang	✓		✓	✓	✓	✓	✓	✓	✓	
Yung-Yu Tsai	✓			✓		✓	✓	✓	✓	
Yu-Hui Su	✓		✓	✓	✓	✓	✓	✓	✓	✓
Shan-Hui Chang	✓		✓	✓	✓	✓	✓	✓	✓	✓

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 or any of its 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

2014.4.20

Title	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement	
			Shares	%	Shares	%	Shares	%
President	Moan-Sheng Huang	2013.01.09	0	0	0	0	0	0
Exec. Vice President and Business Dept., General Manager	Jin-Ann Wang	2014.02.27	72,881	0.0101	0	0	0	0
Exec. Vice President and Risk Management Dept., and Research & Development Dept., Vice President and General Manager	Johnson Huang	2014.02.27	17,308	0.0024	0	0	0	0
Chief Auditor	Chung-Chen Lin	2011.01.18	23,516	0.0033	0	0	0	0
Counsel and Chief Secretary	Tsui-Mei Hsu	2014.02.27	83,557	0.0116	0	0	0	0
Business Administration Dept., Vice President and General Manager	Anna Hsu	2012.07.01	17,190	0.0024	0	0	0	0
Credit Management Dept., Vice President and General Manager	Ting-Lien Lin	2012.07.01	38,205	0.0053	0	0	0	0
Executive Administration Dept., and Human Resources Dept., Vice President and General Manager	Hwa-Jen Lee	2012.07.01	23,496	0.0033	0	0	0	0
Legal Affair Dept., Vice President and General Manager	Te-Chin Chou	2005.02.24	21,933	0.0030	0	0	0	0
Treasury Dept., Vice President and General Manager and OBU, General Manager	J.C. Shou-Jen Chen	2008.04.01	112,174	0.0156	0	0	0	0
Information Technology Dept., Vice President and General Manager	I-Fen Chen	2011.02.24	86,320	0.0120	0	0	0	0
Municipal Treasury Dept., General Manager	Mei-Ling Chen	2012.07.01	49,403	0.0069	0	0	0	0
International Banking Dept., General Manager	Shuen-Hua Chen	2012.09.07	16,805	0.0023	0	0	0	0
Trust Dept., General Manager	Jung-Tai Chang	2013.03.01	16,634	0.0023	0	0	0	0
Wealth Management Dept., General Manager	Yuan-Chin Shiang	2013.03.01	68,011	0.0094	0	0	0	0
Gangshan Benjhou Branch, General Manager	Ming-Hung Wu	2012.12.17	54,832	0.0076	0	0	0	0
Feng Shan Branch, General Manager	Tung-Chiang Sung	2013.03.01	19,493	0.0027	0	0	0	0
Chien Chin Branch, General Manager	Ying-Mien Hsu	2014.04.01	20,339	0.0028	0	0	0	0
San Min Branch, General Manager	Yi-Chen Yu	2014.04.01	21,604	0.0030	0	0	0	0
Tso Ying Branch, General Manager	Shu-Z. Chen	2014.04.01	16,943	0.0023	0	0	0	0
Hsiao Kang Branch, General Manager	Jin-Biau Tsai	2009.11.01	33,456	0.0046	0	0	0	0
Tao Yuan Branch, General Manager	Chuan- Pin Kao	2009.10.22	16,405	0.0023	0	0	0	0
Chien Chen Branch, General Manager	Yen-Ching Hsien	2014.04.01	32,180	0.0045	0	0	0	0

Title	Name	Date Effective	Shareholding		Spouse & Minor Shareholding		Sharesholding by Nominee Arrangement	
			Shares	%	Shares	%	Shares	%
Yu Chang Branch, General Manager	Hueng-Fen Yen	2014.04.01	23,595	0.0033	0	0	0	0
Wan Nei Branch, General Manager	Chung-Hui Wang	2013.03.01	22,730	0.0032	0	0	0	0
Pin Tung Branch, General Manager	Chiu-Lan Hsu	2014.04.01	24,708	0.0034	0	0	0	0
Kwei Lin Branch, General Manager	Shiow-Lien Su	2012.10.31	83,678	0.0116	0	0	0	0
Liu Ho Branch, General Manager	Li-Wen Shi	2014.04.01	5,657	0.0008	2,855	0.0004	0	0
Nan Tze Branch, General Manager	Wei-Min Wu	2011.10.26	20,777	0.0029	0	0	0	0
Ku Shan Branch, General Manager	Trey-Shin Lee	2012.07.01	48,162	0.0067	937	0.0001	0	0
Chien Kuo Branch, General Manager	Hsien-Kuo Chen	2011.10.26	21,797	0.0030	72,317	0.0100	0	0
Chiu Ju Branch, General Manager	Shiu-Hui Liu	2011.03.07	20,590	0.0029	0	0	0	0
Yen Cheng Mini Branch, General Manager	Mei-Chu Chang	2014.04.01	34,448	0.0048	0	0	0	0
Tsao Ya Branch, General Manager	Ching-Tsan Chen	2011.10.26	21,829	0.0030	20,847	0.0029	0	0
Banciao Branch, General Manager	Te-Ching Wan	2011.10.26	41,407	0.0057	0	0	0	0
Tai Nan Branch, General Manager	Ming-Ta Yang	2011.10.26	15,436	0.0021	0	0	0	0
San To Branch, General Manager	Wen-Hau Sher	2014.04.01	22,983	0.0032	0	0	0	0
Da Fa Branch, General Manager	Chia-Hung Chen	2014.04.01	0	0	10,775	0.0015	0	0
Ta Chih Branch, General Manager	Don Huang	2012.09.07	23,243	0.0032	0	0	0	0
Tai Chung Branch, General Manager	Yeh-Shing Wang	2012.09.07	22,362	0.0031	0	0	0	0
Chi Chin Mini Branch, General Manager	Yao-Huan Lin	2014.04.01	19,914	0.0028	0	0	0	0
Nan Kaohsiung Branch, General Manager	Shih-Hung Huang	2014.04.01	2,649	0.0004	0	0	0	0
Dali Branch, General Manager	Wen-Lueh Su	2013.02.26	22,825	0.0032	0	0	0	0
Hsin Chu Branch, General Manager	Hsien- Chung Liao	2010.03.08	16,239	0.0023	0	0	0	0
Shih Fu Branch, General Manager	Chi-Jen Lin	2014.04.01	38,245	0.0053	1,323	0.0002	0	0
Chung Ho Branch, General Manager	Chuck Chen	2012.09.07	24,422	0.0034	0	0	0	0
Taipei Branch, General Manager	Aaron Ting	2012.09.07	21,817	0.0030	0	0	0	0
Min Cheng Branch, General Manager	Li-Hwa Chen	2012.04.03	72,317	0.0100	21,797	0.0030	0	0
Pei Kaohsiung Branch, General Manager	Pi-Jung Ko	2012.07.01	53,815	0.0075	0	0	0	0
Po Ai Branch, General Manager	Wei-Lin Hsu	2012.09.07	2,469	0.0003	0	0	0	0

Note: Exec. Vice President Yi-Jong Liou 2014.03.01 mandatory retirement ; Chun-Ching Ko 2014.2.27 reassignment to consultant.

Title	Name	Experience（Education）	Other Position	Managers who are Spouses or Within Two Degree of Kinship		
				Title	Name	Relation
President	Moan-Sheng Huang	General Manager and Chief, Landbank	None	None	None	None
Exec. Vice President and Business Dept., General Manager	Jin-Ann Wang	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	Johnson Huang	Vice President and General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Chief Auditor	Chung-Chen Lin	Chief Auditor, Bank of Kaohsiung	None	None	None	None
Counsel and Chief Secretary	Tsui-Mei Hsu	Chief Secretary, Bank of Kaohhsiung	Director, Kaohsiung Bank General Insurance Agency Co.,Ltd.	None	None	None
Counsel	Chun-Ching Ko	Exec. Vice President	Supervisor, Taiwan Finance Co.,Ltd	None	None	None
Business Administration Dept., Vice President and General Manager	Anna Hsu	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Credit Management Dept., Vice President and General Manager	Ting-Lien Lin	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
Executive Administration Dept., and Human Resources Dept., Vice President and General Manager	Hwa-Jen Lee	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Legal Affair Dept., Vice President and General Manager	Te-Chin Chou	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
Treasury Dept., Vice President and General Manager and OBU, General Manager	J.C. Shou-Jen Chen	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Information Technology Dept., Vice President and General Manager	I-Fen Chen	Vice President and General Manager, Bank of Kaohsiung	None	None	None	None
Municipal Treasury Dept., General Manager	Mei-Ling Chen	Vice President and General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank Insurance Agency Co., Ltd.	None	None	None
International Banking Dept., General Manager	Shuen-Hua Chen	General Manager, Bank of Kaohsiung	None	None	None	None
Trust Dept., General Manager	Jung-Tai Chang	General Manager, Bank of Kaohsiung	None	None	None	None
Wealth Management Dept., General Manager	Yuan-Chin Shiang	General Manager, Bank of Kaohsiung	Director, Kaohsiung Bank Insurance Agency Co., Ltd.& Kaohsiung Bank General Insurance Agency Co., Ltd.	None	None	None
Gangshan Benjhou Branch, General Manager	Ming-Hung Wu	General Manager, Bank of Kaohsiung	None	None	None	None
Feng Shan Branch, General Manager	Tung-Chiang Sung	General Manager, Bank of Kaohsiung	None	None	None	None

Title	Name	Experience (Education)	Other Position	Managers who are Spouses or Within Two Degree of Kinship		
				Title	Name	Relation
Chien Chin Branch, General Manager	Ying-Mien Hsu	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
San Min Branch, General Manager	Yi-Chen Yu	General Manager, Bank of Kaohsiung	None	None	None	None
Tso Ying Branch, General Manager	Shu-Z. Chen	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Hsiao Kang Branch, General Manager	Jin-Biau Tsai	General Manager, Bank of Kaohsiung	None	None	None	None
Tao Yuan Branch, General Manager	Chuan- Pin Kao	General Manager, Bank of Kaohsiung	None	None	None	None
Chien Chen Branch, General Manager	Yen-Ching Hsien	General Manager, Bank of Kaohsiung	None	None	None	None
Yu Chang Branch, General Manager	Hueng-Fen Yen	General Manager, Bank of Kaohsiung	None	None	None	None
Wan Nei Branch, General Manager	Chung-Hui Wang	General Manager, Bank of Kaohsiung	None	None	None	None
Pin Tung Branch, General Manager	Chiu-Lan Hsu	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Kwei Lin Branch, General Manager	Shiow-Lien Su	General Manager, Bank of Kaohsiung	None	None	None	None
Liu Ho Branch, General Manager	Li-Wen Shi	General Manager, Bank of Kaohsiung	None	None	None	None
Nan Tze Branch, General Manager	Wei-Min Wu	General Manager, Bank of Kaohsiung	None	None	None	None
Ku Shan Branch, General Manager	Trey-Shin Lee	General Manager, Bank of Kaohsiung	None	None	None	None
Chien Kuo Branch, General Manager	Hsien-Kuo Chen	General Manager, Bank of Kaohsiung	None	General Manager	Li-Hwa Chen	Spouse
Chiu Ju Branch, General Manager	Shiu-Hui Liu	General Manager, Bank of Kaohsiung	None	None	None	None
Yen Cheng Mini Branch, General Manager	Mei-Chu Chang	General Manager, Bank of Kaohsiung	None	None	None	None
Tsao Ya Branch, General Manager	Ching-Tsan Chen	General Manager, Bank of Kaohsiung	None	None	None	None
Banciao Branch, General Manager	Te-Ching Wan	General Manager, Bank of Kaohsiung	None	None	None	None
Tai Nan Branch, General Manager	Ming-Ta Yang	General Manager, Bank of Kaohsiung	None	None	None	None
San To Branch, General Manager	Wen-Hau Sher	General Manager, Bank of Kaohsiung	None	None	None	None
Da Fa Branch, General Manager	Chia-Hung Chen	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Ta Chih Branch, General Manager	Don Huang	General Manager, Bank of Kaohsiung	None	None	None	None
Tai Chung Branch, General Manager	Yeh-Shing Wang	General Manager, Bank of Kaohsiung	None	None	None	None
Chi Chin Mini Branch, General Manager	Yao-Huan Lin	Deputy General Manager, Bank of Kaohsiung	None	None	None	None
Nan Kaohsiung Branch, General Manager	Shih-Hung Huang	General Manager, Bank of Kaohsiung	None	None	None	None
Dali Branch, General Manager	Wen-Lueh Su	General Manager, Bank of Kaohsiujg	None	None	None	None
Hsin Chu Branch, General Manager	Hsien- Chung Liao	General Manager, Bank of Kaohsiujg	None	None	None	None
Shih Fu Branch, General Manager	Chi-Jen Lin	General Manager, Bank of Kaohsiung	None	None	None	None
Chung Ho Branch, General Manager	Chuck Chen	General Manager, Bank of Kaohsiung	None	None	None	None
Taipei Branch, General Manager	Aaron Ting	General Manager, Bank of Kaohsiung	None	None	None	None
Min Cheng Branch, General Manager	Li-Hwa Chen	General Manager, Bank of Kaohsiung	None	General Manager	Hsien-Kuo Chen	Spouse
Pei Kaohsiung Branch, General Manager	Pi-Jung Ko	General Manager, Bank of Kaohsiung	None	None	None	None
Po Ai Branch, General Manager	Wei-Lin Hsu	General Manager, Bank of Kaohsiung	None	None	None	None

3.2.3 Remuneration of Directors, Supervisors, President, and Vice President

A. Remunerations of Directors（Independent Directors）

Unit: NT$ in 2013.1.1－2013.12.31

Title	Name	Remuneration									
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)		Allowances (D)		Ratio of total remuneration (A+B+C+D) to net income (%)	
		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
Chairman	Toong-Min Chen (Representative of Kaohsiung City Government)	11,040,000	11,040,000	0	0	1,041,517	1,041,517	1,580,680	1,580,680	3.26	3.26
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	Richard Lee (Representative of Kaohsiung City Government)										
Director	Yuan-Pei Chou (Representative of Kaohsiung City Government)										
Director	Jueifang P. Chen (Representative of Kaohsiung City Government)										
Director	Lai-Chuan Chang (Representative of Kaohsiung City Government)										
Director	Chien-Tsai Chao (Representative of Kaohsiung City Government)										
Director	Wen-Ching Yang (Representative of Heng Fong Asset Management Co., Ltd.										

Note: 1. Allowances (D) included the rental fees of Chairman's Professional practice site, rental fees of business car and expenses of fuel. In addition, one driver was offered, whose remuneration was NT$1,008,770.

2. No actual retirement pension was given in 2013.

Unit: NT$ in 2013.1.1－2013.12.31

Title	Name	Relevant remuneration received by directors who are also employees									
		Salary, Bonuses and Allowances (E)		Severance Pay (F)		Profit Sharing-Employee Bonus (G)				Exercisable Employee Stock Options (H)	
		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		
Chairman	Toong-Min Chen (Representative of Kaohsiung City Government)	1,857,221	1,857,221	105,026	105,026	0	9,214	0	9,214	0	0
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	Richard Lee (Representative of Kaohsiung City Government)										
Director	Yuan-Pei Chou (Representative of Kaohsiung City Government)										
Director	Jueifang P. Chen (Representative of Kaohsiung City Government)										
Director	Lai-Chuan Chang (Representative of Kaohsiung City Government)										
Director	Chien-Tsai Chao (Representative of Kaohsiung City Government)										
Director	Wen-Ching Yang (Representative of Heng Fong Asset Management Co., Ltd.										

Unit: NT$ in 2013.1.1－2013.12.31

Title	Name	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
		Acquired Number of New Restricted Employee Shares				
		BOK	Companies in the financial statements	BOK	Companies in the financial statements	
Chairman	Toong-Min Chen (Representative of Kaohsiung City Government)	0	0	3.73	3.73	382,000
Independent Director and Managing Director	Wen-Yuan Lin					None
Managing Director	Ruey-Tsang Lee (Representative of Kaohsiung City Government)					None
Managing Director	Li- Ming Hsu (Representative of Kaohsiung City Government)					None
Independent Director	Mei-Yueh Ho					None
Independent Director	Tzen-Ping Su					None
Director	Richard Lee (Representative of Kaohsiung City Government)					None
Director	Yuan-Pei Chou (Representative of Kaohsiung City Government)					None
Director	Jueifang P. Chen (Representative of Kaohsiung City Government)					None
Director	Lai-Chuan Chang (Representative of Kaohsiung City Government)					None
Director	Chien-Tsai Chao (Representative of Kaohsiung City Government)					None
Director	Wen-Ching Yang (Representative of Kaohsiung City Government)					None

Range of Remunerations

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, Richard Lee, Jueifang P. Chen, Lai-Chuan Chang, Chien-Tsai Chao, Wen-Ching Yang, Yuan-Pei Chou	Ruey-Tsang Lee, Li- Ming Hsu, Richard Lee, Yuan-Pei Chou, Lai-Chuan Chang, Chien-Tsai Chao, Wen-Ching Yang, Jueifang P. Chen	Ruey-Tsang Lee, Li- Ming Hsu, Richard Lee, Yuan-Pei Chou, Lai-Chuan Chang, Chien-Tsai Chao, Wen-Ching Yang	Ruey-Tsang Lee, Li- Ming Hsu, Richard Lee, Yuan-Pei Chou, Lai-Chuan Chang, Chien-Tsai Chao, Wen-Ching Yang
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	Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su , Jueifang P. Chen	Wen-Yuan Lin, Mei-Yueh Ho, Tzen-Ping Su , Jueifang P. Chen
5 million（included）~ 10 million（uncluded）	—	—	Toong-Min Chen	Toong-Min Chen
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	13,662,197	13,662,197	15,633,658	16,015,658

Item / FY	Ratio of Remunerations of Directors to Net Income after Tax (%)		Remarks
	BOK	Companies in the consolidate financial statements	
2013	3.73	3.73	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 our bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, our 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 3.73% in FY 2013 decrease by 0.40% compared to FY 2012, as a result of the bonus to directors for the year 2013 lower than 2012.
2012	4.13	4.13	
Comparison	(0.40) (Explanation 5)	(0.40) (Explanation 5)	

B. Remuneration of Supervisors

Unit: NT$ in 2013.1.1－2013.12.31

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 s	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.)	720,000	720,000	0	0	240,348	240,348	153,000	153,000	0.27	0.27	None
Supervisor	Yu-Hui Su											None
Supervisor	Shan- Hui Chang											None

Range of Remunerations

Unit: NT$ in 2013.1.1－2013.12.31

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）	None	None
5 million（included）~ 10 million（uncluded）	None	None
10 million（included）~ 15 million（uncluded）	None	None
15 million（included）~ 30 million（uncluded）	None	None
30 million（included）~ 50 million（uncluded）	None	None
50 million（included）~ 100 million（uncluded）	None	None
over 100 million	None	None
Total	1,113,348	1,113,348

Item / FY	Ratio of Remunerations of Supervisors to Net Income after Tax (%)		Remarks
	BOK	Companies in the consolidate financial statements	
2013	0.27	0.27	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 our bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, our 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 0.27% in FY 2013 decrease by 0.14% compared to FY 2012, as a result of the bonus to supervisors for the year 2013 lower than 2012.
2012	0.41	0.41	
Comparison	(0.14) (Explanation 5)	(0.14) (Explanation 5)	

C. Compensation of President and Vice President

Unit: NT$ in 2013.1.1－2013.12.31

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing-Employee Bonus (D)			
		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	9,559,534	9,559,534	642,585	642,585	2,894,018	2,894,018	0	45,426	0	45,426
Exec.Vice President	Chun-Ching Ko										
Exec. Vice President	Yi-Jong Liou										
Chief Auditor	Chung-Chen Lin										

Note: 1. Bonuses and Allowances (C) included the rental fees of President's Professional practice site, rental fees of business car and expenses of fuel. In addition, one driver was offered, whose remuneration was NT$ 946,179.
2. No actual retirement pension was given in 2013.
3. Exec. Vice President Yi-Jong Liou 2014.3.1 mandatory retirement; Chun-Ching Ko 2014.2.27 reassignment to consultant.

Unit: NT$ in 2013.1.1－ 2013.12.31

Title	Name	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	
President	Moan-Sheng Huang	3.14	3.14	0	0	0	0	None
Exec.Vice President	Chun-Ching Ko							186,000
Exec. Vice President	Yi-Jong Liou							84,000
Chief Auditor	Chung-Chen Lin							None

Range of Remunerations

Unit: NT$ in 2013.1.1－ 2013.12.31

Range of Remunerations	Name of President and Vice Presidents	
	BOK	All investees (E)
under 2 million	None	None
2million（included）~ 5 million（uncluded）	Moan-Sheng Huang, Chun-Ching Ko, Yi-Jong Liou, Chung-Chen Lin	Moan-Sheng Huang, Chun-Ching Ko, Yi-Jong Liou, Chung-Chen Lin
5 million（included）~ 10 million（uncluded）	None	None
10 million（included）~15 million（uncluded）	None	None
15 million（included）~ 30 million（uncluded）	None	None
30 million（included）~ 50 million（uncluded）	None	None
50 million（included）~ 100 million（uncluded）	None	None
over 100 million	None	None
Total	13,141,563	13,411,563

Item / FY	Ratio of Remunerations of President & Exec. Vice President to Net Income after Tex (%)		Remarks
	BOK	Companies in the consolidate financial statements	
2013	3.14	3.14	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 our bank, aside from the supervisors' exercise of supervision power and reporting the illegal act to the authorities, our 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 3.14% in FY 2013 decrease by 0.14% compared to FY 2012, as a result of the profit sharing-employee bonus for the year 2013 lower than 2012.
2012	3.28	3.28	
Comparison	(0.14) (Explanation 5)	(0.14) (Explanation 5)	

D. Employees' bonuses to managers

Dec. 31, 2013

Unit: NT$

Title		Name	Bonus - in Stock	Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President	Moan-Sheng Huang	480,392	0	480,392	0.11
	Exec.Vice President	Chun-Ching Ko				
	Exec. Vice President	Yi-Jong Liou				
	Chief Auditor	Chung-Chen Lin				
	Chief Secretary	Tsui-Mei Hsu				
	Business Administration Dept., Vice President and General Manager	Anna Hsu				
	Risk Management Dept., and Research & Development Dept., Vice President and General Manager	Johnson Huang				
	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				
	Business Dept., General Manager	Jin-Ann Wang				
	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	Wen-Hau Sher				
	San Min Branch, General Manager	Yen-Ching Hsien				
	Tso Ying Branch, General Manager	Mei-Chu Chang				
	Hsiao Kang Branch, General Manager	Jin-Biau Tsai				
	Tao Yuan Branch, General Manager	Chuan- Pin Kao				
	Chien Chen Branch, General Manager	Chi-Jen Lin				

Title		Name	Bonus - in Stock	Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
	Yu Chang Branch, General Manager	Yi-Chen Yu				
	Wan Nei Branch, General Manager	Chung-Hui Wang				
	Pin Tung Branch, General Manager	Shui-Hsing Kuo				
	Kwei Lin Branch, General Manager	Shiow-Lien Su				
	Liu Ho Branch, General Manager	Ju-Chen Lu				
	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	Huey-Fung Lin				
	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	Hueng-Fen Yen				
	Da Fa Branch, General Manager	Shih-Hung Huang				
	Ta Chih Branch, General Manager	Don Huang				
	Tai Chung Branch, General Manager	Yeh-Shing Wang				
	Chi Chin Mini Branch, General Manager	Fang-Lan Lin				
	Nan Kaohsiung Branch, General Manager	Tzu-Dan Yen				
	Dali Branch, General Manager	Wen-Lueh Su				
	Hsin Chu Branch, General Manager	Hsien- Chung Liao				
	Shih Fu Branch, General Manager	Chiu-Chin Huang				
	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 2013.