二、董事、監察人、總經理、副總經理、協理、各部門及分支機構主管資料
Information on Directors, Supervisors and Officers

（一）第10屆董事、監察人 Directors & Supervisors

1.董事、監察人資料 Information on Directors & Supervisors 2009.04.20

職稱 Title	姓名 Name	選(就)任日期 Date Elected	任期 Term Expires	初次選任日期 First Date Elected	選任時持有股份 Shareholding When Elected（共同持有高市府股份）Joint Shareholding in Kaohsiung City Government		現在持有股數 Current Shareholding（共同持有高市府股份）Joint Shareholding in Kaohsiung City Government	
					股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %
董事長 Chairman	黃望修 W. H. Huang（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.12.23	2011.06.18	2008.12.23	232,920,160	46.267	242,236,966	46.07
常務董事兼獨立董事 Independent Director and Managing Director	林文淵 Wen-Yuan Lin	2008.06.19	2011.06.18	2008.06.19	0	0	0	0
常務董事 Managing Director	雷仲達 Chung-Dar Lei（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2005.11.09	232,920,160	46.267	242,236,966	46.07
董事兼副總經理代理總經理 Director, Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2007.07.06	232,920,160	46.267	242,236,966	46.07
獨立董事 Independent Director	何美玥 Mei-Yueh Ho	2008.06.19	2011.06.18	2008.06.19	0	0	0	0
獨立董事 Independent Director	李文智 Wen-Chih Lee	2008.06.19	2011.06.18	2008.06.19	0	0	0	0
董事 Director	王再福 Tsai- Fu Wang（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2008.06.19	232,920,160	46.267	242,236,966	46.07
董事 Director	周元培 Yuan- Pei Chou（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2008.06.19	232,920,160	46.267	242,236,966	46.07
董事 Director	郝建生 Chien-Sheng Hao（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2001.03.28	232,920,160	46.267	242,236,966	46.07
董事 Director	陳瑞芳 Jueifang P. Chen（高雄市政府代表）(Representative of Kaohsiung City Government)	2008.06.19	2011.06.18	2005.03.15	232,920,160	46.267	242,236,966	46.07
監察人 Supervisor	張識興 Shih-Shin Chang	2008.06.19	2011.06.18	2002.06.20	0	0	0	0
監察人 Supervisor	蘇裕惠 Yu-Hui Su	2008.06.19	2011.06.18	2002.06.20	0	0	0	0
監察人 Supervisor	張山輝 Shan-Hui Chang	2008.06.19	2011.06.18	2008.06.19	0	0	0	0

註1：屬法人股東代表者，法人股東名稱請參閱第18頁，「2.法人股東之主要股東」。
The names of juridical person stockholders, please refer to page 18 “Major Shareholders of Bank of Kaohsing’s Juridicial Person Shareholders.”

註2：董事郝建生曾於90.03.28~91.08.01由法人股東高雄市政府派任本行監察人；復於94.06.23由法人股東高雄市政府派任本行監察人，97.6.19改任董事。
Director Chien-Sheng Hao was appointed to be Supervisor by the juridical person shareholder, Kaohsiung City Government, on Mar. 28, 2001~Aug. 1, 2002, and on Jun. 23, 2005~Jun. 18, 2008, and elected as Director on Jun. 19, 2008.

註3：監察人張識興曾於91.06.20~97.06.18由法人股東高雄市政府派任本行董事，97.6.19改任監察人。
Supervisor Shih-Shin Chang was appointed to be Director by the juridical person shareholder, Kaohsiung City Government, on Jun. 20, 2002~Jun. 18, 2008, and elected as Supervisor on Jun. 19, 2008.

2009.03.31

姓名 Name	配偶、未成年子女現在持有股份 Spouse & Minor Shareholding		利用他人名義持有股份 Shares Held through Other Parties		主要經（學）歷 Experience（Education）	目前兼任本行及其他公司之職務 Also Serves Concurrently as	具配偶或二親等以內關係之其他主管、董事或監察人 Officers, Directors or Supervisors are Spouse or Within Second-Degree Relative of Consanguinity to Each Other		
	股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %			職稱 Title	姓名 Name	關係 Relation
黃望修 W. H. Huang（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄銀行董事長 Chairman, Bank of Kaohsiung 陽明海運（股）公司董事長 YANG MING MARINE TRANSPORT CORP.	高雄銀行董事長，國票綜合證券（股）公司董事（高雄銀行轉投資之法人代表且經主管機關核准） Chairman, Bank of Kaohsiung ； Director, Waterland Securities Co.,Ltd., (the position is held as judicial person representatives of Bank of Kaohsiung; and has been approved by the Central Competent Authority).	無 None	無 None	無 None
林文淵 Wen-Yuan Lin	0	0	0	0	中鋼集團董事長 Chairman of CSC Group	台灣高速鐵路（股）公司及大同（股）公司董事 Director, Taiwan High Speed Rail Co., Ltd and Tatung Co., Ltd.	無 None	無 None	無 None
雷仲達 Chung-Dar Lei（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄市政府財政局局長 Director, Bureau of Finance, Kaohsiung City Government	無 None	無 None	無 None	無 None
鍾武湖 Wu-Hu Chung（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄銀行副總經理代理總經理 Exec. Vice President and Acting President, Bank of Kaohsiung	高雄銀行副總經理代理總經理 Exec. Vice President and Acting President, Bank of Kaohsiung	無 None	無 None	無 None
何美玥 Mei-Yueh Ho	0	0	0	0	高雄銀行獨立董事 Independent Director, Bank of Kaohsiung	無 None	無 None	無 None	無 None
李文智 Wen-Chih Lee	0	0	0	0	高雄銀行獨立董事 Independent Director, Bank of Kaohsiung	無 None	無 None	無 None	無 None
王再福 Tsai- Fu Wang（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄市漁輪商業同業公會理事長 Chairman, Kaohsiung Fishingboat Commercial Guild	無 None	無 None	無 None	無 None
周元培 Yuan- Pei Chou（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄律師公會理事兼秘書長 President, and Secretary General, Kaohsiung BAR Association	無 None	無 None	無 None	無 None
郝建生 Chien-Sheng Hao（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	高雄市政府秘書長 Secretary General, Kaohsiung City Government	台灣國際造船（股）公司董事 Director, CSBC Corporation, Taiwan	無 None	無 None	無 None
陳瑞芳 Jueifang P. Chen（高雄市政府代表）(Representative of Kaohsiung City Government)	0	0	0	0	美國北亞歷桑那大學企業管理碩士 MBA, Northern Arizona University	高雄銀行人力資源處專員 Senior Staff Officer, Bank of Kaohsiung	無 None	無 None	無 None
張識興 Shih-Shin Chang	0	0	0	0	高雄市紙商業同業公會理事長 President, Kaohsiung City Paper Association	無 None	無 None	無 None	無 None
蘇裕惠 Yu-Hui Su	0	0	0	0	國立台灣大學商學研究所會計博士 Accounting Doctor, Department and Graduate Institute of Business Administration, National Taiwan University	智玖創業投資（股）公司監察人，聚陽實業（股）公司監察人、台灣中油(股)公司監察人、易遊網（股）公司董事、冠華創業投資(股)公司董事 Supervisor, IP Fune Nine Investment Ltd.; Supervisor, Makealot Industrial Co., Ltd.; Supervisor, CPC Corporation,Taiwan; Director, ezTravel Co., Ltd.; Director, Grand Cathay Venture Capital III Co., Ltd.	無 None	無 None	無 None
張山輝 Shan-Hui Chang	0	0	0	0	誠品聯合會計師事務所高雄所所長 Chairman,WETEC INTERNATIONAL CPAS.	無 None	無 None	無 None	無 None

2.法人股東之主要股東 Major Shareholders of Bank of Kaohsiung's Juridicial Person Shareholders

2009.03.31

法人股東名稱 Name of Juridicial Person Shareholder	法人股東之主要股東 Major Shareholders of Juridicial Person Shareholders
高雄市政府 Kaohsiung City Government	無 None

註：法人股東之主要股東屬法人股東代表者：無。
A major shareholder of juridical person shareholder is a representative of juridical person shareholder：none.

3.董事、監察人之工作經驗、專業知識及符合獨立性情形

Directors' and Supervisors' Professional Experience and Independence Information

2009.03.31

條件 Qualification 姓名 Name	是否具有五年以上工作經驗及以下專業資格 Five or more Years of Work Experience or the Professional Qualifications			兼任其他公開發行公司獨立董事家數
	商務、法務、財務、會計或公司業務所須相關科系之公私立大專院校講師以上 At least lecturers of business, law, finance or accounting departments or other relevant departments / divisions required by the Company's business of public and private colleges / universities	法官、檢察官、律師、會計師或其他與公司業務所需之國家考試及格領有證書之專門職業及技術人員 Judges, prosecutors, attorneys, CPAs, or other professional and technical personnel possessing licenses after passing national examinations	商務、法務、財務、會計或公司業務所須之工作經驗 Experience in business, law, finance and accounting, and other work required by the Company's business	Number of other companies in which he / she is an independent director concurrently
黃望修 W. H. Huang			V	0
林文淵 Wen-Yuan Lin			V	0
雷仲達 Chung-Dar Lei			V	0
鍾武湖 Wu-Hu Chung			V	0
何美玥 Mei-Yueh Ho			V	0
李文智 Wen-Chih Lee	V		V	0
王再福 Tsai –Fu Wang			V	0
周元培 Yuan- Pei Chou		V	V	0
郝建生 Chien-Sheng Hao			V	0
陳瑞芳 Jueifang P. Chen			V	0
張識興 Shih-Shin Chang			V	0
蘇裕惠 Yu-Hui Su	V	V	V	0
張山輝 Shan- Hui Chang		V	V	0

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條件 Qualification / 姓名 Name	符合獨立性情形（註） Independence Status									
	1	2	3	4	5	6	7	8	9	10
黃望修 W. H. Huang			V	V	V	V	V	V	V	
林文淵 Wen-Yuan Lin	V		V	V	V	V	V	V	V	V
雷仲達 Chung-Dar Lei	V		V	V		V	V	V	V	
鍾武湖 Wu-Hu Chung			V	V	V	V	V	V	V	
何美玥 Mei-Yueh Ho	V		V	V	V	V	V	V	V	V
李文智 Wen-Chih Lee	V		V	V	V	V	V	V	V	V
王再福 Tsai-Fu Wang	V		V	V	V	V	V	V	V	
周元培 Yuan-Pei Chou	V		V	V	V	V	V	V	V	
郝建生 Sheng-Hao Chien	V		V	V		V	V	V	V	
陳瑞芳 Jueifang P. Chen			V	V	V	V	V	V	V	
張識興 Shih-Shin Chang	V		V	V	V	V	V	V	V	V
蘇裕惠 Yu-Hui Su	V		V	V	V	V	V	V	V	V
張山輝 Shan-Hui Chang	V		V	V	V	V	V	V	V	V

註：各董事、監察人於選任前二年及任職期間符合下述各條件者，業於各條件代號下方空格中打”V”

Please check ”V” in the following boxes under the codes for the various conditions if any director / supervisor meets any of the following conditions within two years prior to the election and in the duration of office

1.非爲銀行或其關係企業之受僱人。

Is not an employee of the Bank; nor an employee of its affiliated enterprises;

2.非銀行或其關係企業之董事、監察人（但如爲銀行或其母公司、銀行直接及間接持有表決權之股份超過百分之五十之子公司之獨立董事者，不在此限）。

Is not a director, supervisor of the Bank; nor a director, supervisor of its affiliated enterprises; Is not a director or supervisor of the Bank, nor a director, supervisor of its affiliated enterprises (provided that this shall not apply where the director / supervisor is an independent director of the Bank or its parent company, and any company of which a majority of shares with voting right are held by the Bank directly or indirectly);

3.非本人及其配偶、未成年子女或以他人名義持有銀行已發行股份總額百分之一以上或持股前十名之自然人股東。

Natural shareholders who are any persons other than the director / supervisor, and the director’s / supervisor’s spouse or minor children possessing more than 1% of the Bank’s total issued shares, or natural shareholders who possess more than 1% of the Bank’s total issued shares in the name of another person, or top ten natural shareholders；

4.非前三款所列人員之配偶、二親等以內親屬或五親等以內直系血親親屬。

Other than spouses, relatives within 2nd degree relationship or lineal relatives within 5th degree relationship of the personnel referred to in the preceding three subparagraphs；

5.非直接持有銀行已發行股份總額百分之五以上法人股東之董事、監察人或受僱人，或持股前五名法人股東之董事、監察人或受僱人。

Is not a director, supervisor, or employee of a juridical person shareholder which directly owns more than 5% of the Bank’s outstanding shares; nor a director, supervisor or employee of the top five juridicial person shareholder which are owners of the Bank’s issued shares;

6.非與銀行有財務或業務往來之特定公司或機構之董事、監察人、經理人或持股百分之五以上股東。

Is not a director, supervisor, or officer of a company which has a business relationship with the Bank; nor a shareholder who owns more than 5% of such a company;

7.非爲銀行或關係企業提供商務、法務、財務、會計等服務或諮詢之專業人士、獨資、合夥、公司或機構團體之企業主、合夥人、董事、監察人、經理人及其配偶。

Is not an owner, partner, director, supervisor, officer or spouse of any sole proprietor business, partnership, company or institution which has provided the Bank and its affiliates with business, legal, financial, accounting services or consulting, in 2006；

8.未與其他董事間具有配偶或二親等以內之親屬關係。

Other than spouses or relatives within 2nd degree relationship of the other directors；

9.未有公司法第30條各款情事之一。

Free from any of the circumstances referred to in Article 30 of the Company Law；

10.未有公司法第27條規定以政府、法人或其代表人當選。

Free from the government or juridical person or its representative to be elected as director / supervisor referred to in Article 27 of the Company Law.

（二）總經理、副總經理、協理、各部門及分支機構主管資料 Information on Officers

2009.04.30

職稱 Title	姓名 Name	選(就)任日期 Date Elected	持有股份 Shareholding		配偶、未成年子女持有股份 Spouse & Minor Shareholding		利用他人名義持有股份 Shares Held through Other Parties	
			股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %
副總經理代理總經理 Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung	2007.07.06	2,772	0.00053	0	0	0	0
副總經理 Exec.Vice President	賴光二 Kuang-Erh Lai	1999.04.09	40,250	0.00766	0	0	0	0
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou	1999.10.29	23,434	0.00446	0	0	0	0
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu	2000.03.01	7,759	0.00148	0	0	0	0
主任秘書 Chief Secretary	徐翠梅 Tsui-Mei HSU	2000.08.28	50,040	0.00952	0	0	0	0
業務管理處處長 Business Management Dept., Vice President and General Manager	林仲貞 Chung-Chen Lin	2007.04.26	4,605	0.00088	0	0	0	0
研究發展處處長 Research & Deuelopment Dept., Vice President and General Manager	黃宗舜 Johnson Huang	2009.04.21	0	0.00000	0	0	0	0
風險管理處處長 Risk Management Dept., Vice President and General Manager	林丁連 Ting-Lien Lin	2007.04.26	15,917	0.00303	0	0	0	0
授信管理處處長 Credit Management Dept., Vice President and General Manager	王進安 Jin-Ann Wang	2007.04.26	4,260	0.00081	0	0	0	0
人力資源處兼行政管理處處長 Human Resources Dept and Administration Management Dept., Vice President and General Manager	陳六南 Liu-Nan Chen	2000.05.18	10,848	0.00206	3,500	0.00067	0	0
法務處處長 Legal Affair Dept., Vice President and General Manager	周德琴 Te-Chin Chou	2005.02.24	4,634	0.00088	0	0	0	0
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	2008.04.01	4,140	0.00079	0	0	0	0
資訊處處長 Information Technology Dept. Vice President and General Manager	蔡肇桑 Chao-Shen Tsai	2008.04.01	4,904	0.00093	0	0	0	0
公庫部經理 Municipal Treasury Dept., General Manager	柯碧蓉 Pi-Jung Ko	2002.08.01	4,706	0.00090	0	0	0	0
營業部經理 Business Dept., General Manager	陳美伶 Mei-Ling Chen	2008.04.01	24,462	0.00465	0	0	0	0
國外部經理 International Banking Dept., General Manager	蔡秀珍 Shiow-Jen Tsai	1999.10.29	12,206	0.00232	0	0	0	0
信託部經理 Trust Dept., General Manager	向元慶 Yuan-Chin Shiang	2000.12.14	28,868	0.00549	0	0	0	0
財富管理部經理 Wealth Management Dept., General Manager	張榮泰 Jung-Tai Chang	2007.04.26	3,992	0.00076	0	0	0	0
七賢分行經理 Chi Hsien Branch, General Manager	顏景瑞 Chin-Tzay Yan	2006.05.04	4,186	0.00080	0	0	0	0
鳳山分行經理 Feng Shan Branch, General Manager	李文昌 Wen-Chang Lee	2008.04.01	10,686	0.00203	14,996	0.00285	0	0
前金分行經理 Chien Chin Branch, General Manager	吳明宏 Ming-Hung Wu	2008.04.01	29,309	0.00557	0	0	0	0
三民分行經理 San Min Branch, General Manager	謝燕卿 Yen-Ching Hsien	2008.04.01	11,194	0.00213	0	0	0	0
左營分行經理 Tso Ying Branch, General Manager	陳麗華 Li-Hwa Chen	2006.01.19	3,839	0.00073	3,837	0.00073	0	0
小港分行經理 Hsiao Kang Branch, General Manager	劉宜鐘 Yi-Jong Liou	2008.04.01	4,774	0.00091	0	0	0	0
桃園分行經理 Tao Yuan Branch, General Manager	陳威綸 Chuck Chen	2008.04.01	5,507	0.00105	0	0	0	0

2009.04.30

職稱 Title	姓名 Name	選(就)任日期 Date Elected	持有股份 Shareholding		配偶、未成年子女持有股份 Spouse & Minor Shareholding		利用他人名義持有股份 Shares Held through Other Parties	
			股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %	股數 Shares	持股比率 Shareholding %
前鎮分行經理 Chien Chen Branch, General Manager	林啓仁 Chi-Jen Lin	2008.04.01	18,829	0.00358	1,166	0.00022	0	0
右昌分行經理 Yu Chang Branch, General Manager	劉秀慧 Shiu-Hui Liu	2008.04.01	3,679	0.00070	0	0	0	0
灣內分行經理 Wan Nei Branch, General Manager	林英忠 Ying-Chung Lin	2008.04.01	0	0.00000	0	0	0	0
屏東分行經理 Pin Tung Branch, General Manager	李翠馨 Trey-Shin Lee	2008.04.01	23,764	0.00452	7,712	0.00147	0	0
桂林分行經理 Kwei Lin Branch, General Manager	尤宜珍 Yi-Chen Yu	2008.04.01	3,631	0.00069	0	0	0	0
六合分行經理 Liu Ho Branch, General Manager	盧如珍 Ju-Chen Lu	2008.04.01	13,415	0.00255	10,000	0.00190	0	0
楠梓分行經理 Nan Tze Branch, General Manager	黃世宏 Shih-Hung Huang	2008.04.01	3,599	0.00068	0	0	0	0
鼓山分行經理 Ku Shan Branch, General Manager	巫加成 Cia-Cheng Wu	2009.04.01	4,145	0.00079	5,000	0.00095	0	0
建國分行經理 Chien Kuo Branch, General Manager	劉安和 An-Ho Liu	2008.04.01	39,711	0.00755	0	0	0	0
九如分行經理 Chiu Ju Branch, General Manager	許月雲 Anna Hsu	2008.04.01	5,115	0.00097	0	0	0	0
鹽埕簡易型分行經理 Yen Cheng Mini Branch, General Manager	林芳蘭 Fang-Lan Lin	2008.04.01	3,642	0.00069	0	0	0	0
草衙分行經理 Tsao Ya Branch, General Manager	吳敏成 Min-Cheng Wu	2008.04.01	7,812	0.00149	4,059	0.00077	0	0
板橋分行經理 Pan Chiao Branch, General Manager	吳維民 Wei-Min Wu	2007.04.19	4,361	0.00083	0	0	0	0
台南分行經理 Tai Nan Branch, General Manager	黃獻正 Hsien-Cheng Huang	2006.12.29	10,000	0.00190	7,602	0.00145	0	0
三多分行經理 San To Branch, General Manager	嚴惠芬 Hueng-Fen Yen	2008.04.01	4,846	0.00092	0	0	0	0
大發分行經理 Da Fa Branch, General Manager	蘇文略 Wen-Lueh Su	2007.04.26	4,545	0.00086	0	0	0	0
大直分行經理 Ta Chih Branch, General Manager	丁文龍 Aaron Ting	2006.02.06	3,506	0.00067	0	0	0	0
台中分行經理 Tai Chung Branch, General Manager	蔡登崑 Duncan Tsai	2002.08.22	4,252	0.00081	0	0	0	0
旗津簡易型分行經理 Chi Chin Mini Branch, General Manager	郭水性 Shui-Shing Kuo	2008.04.01	3,491	0.00066	0	0	0	0
南高雄分行經理 Nan Kaohsiung Branch, General Manager	郭滄文 Shen-Wen Guo	2007.08.01	4,441	0.00084	1,289	0.00025	0	0
大昌分行經理 Ta Chang Branch, General Manager	佘文豪 Wen-Hau Sher	2008.04.01	5,369	0.00102	0	0	0	0
新竹分行經理 Hsin Chu Branch, General Manager	王忠輝 Chung-Hui Wang	2008.04.01	4,166	0.00079	0	0	0	0
市府分行經理 Shih Fu Branch, General Manager	黃秋琴 Chiu-Chin Huang	2008.04.01	12,595	0.00240	0	0	0	0
中和分行經理 Chung Ho Branch, General Manager	黃慶堯 Don Huang	2006.09.01	4,566	0.00087	0	0	0	0
顧問兼台北分行經理 Consultant and Taipei Branch, General Manager	柯俊清 Chun-Ching Ko	2008.04.01	20,822	0.00396	0	0	0	0
明誠分行經理 Min Cheng Branch, General Manager	張美珠 Mei-Chu Chang	2007.04.26	16,014	0.00305	0	0	0	0
北高雄分行經理 Pei Kaohsiung Branch, General Manager	李華仁 Hwa-Jen Lee	2008.04.01	4,581	0.00087	0	0	0	0
博愛分行經理 Po Ai Branch, General Manager	王業興 Yeh-Shing Wang	2005.03.03	4,694	0.00089	0	0	0	0

2009.04.30

職稱 Title	姓名 Name	主要經（學）歷 Experience（Education）	目前兼任其他公司之職務 Also Serves Concurrently as	具配偶或二親等以內關係之經理人 Managers are Spouse or Within Second-Degree Relative of Consanguinity to Each Other		
				職稱 Title	姓名 Name	關係 Relation
副總經理代理總經理 Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung	高雄銀行副總經理代理總經理 Exec. Vice President and Acting President, Bank of Kaohsiung	無 None	無 None	無 None	無 None
副總經理 Exec.Vice President	賴光二 Kuang-Erh Lai	高雄銀行副總經理 Exec. Vice President, Bank of Kaohsiung	台灣票券金融（股）公司監察人 Supervisor, Taiwan Finance Co., Ltd.	無 None	無 None	無 None
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou	高雄銀行副總經理 Exec. Vice President, Bank of Kaohsiung	宏偉開發（股）公司及揚誠開發（股）公司董事 Director, Hung Wei Development Corp. and Yang Cheng Development Corp.	無 None	無 None	無 None
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu	高雄銀行總稽核 Chief Auditor, Bank of Kaohsiung	無 None	無 None	無 None	無 None
主任秘書 Chief Secretary'	徐翠梅 Tsui-Mei HSU	高雄銀行主任秘書 Chief Secretary, Bank of Kaohhsiung	無 None	無 None	無 None	無 None
業務管理處處長 Business Management Dept., Vice President and General Manager	林仲貞 Chung-Chen Lin	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
研究發展處處長 Research & Deuelopment Dept., Vice President and General Manager	黃宗舜 Johnson Huang	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
風險管理處處長 Risk Management Dept., Vice President and General Manager	林丁連 Ting-Lien Lin	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	高銀人身保險代理人（股）公司及高銀財產保險代理人（股）公司監察人 Supervisor, Kaohsiung Bank Insurance Agency Co.,Ltd.& Kaohsiung Bank General Insurance Agency Co., Ltd.	無 None	無 None	無 None
授信管理處處長 Credit Management Dept., Vice President and General Manager	王進安 Jin-Ann Wang	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	高銀財產保險代理人（股）公司董事 Director, Kaohsiung Bank General Insurance Agency Co., Ltd.	無 None	無 None	無 None
人力資源處兼行政管理處處長 Human Resources Dept and Administration Management Dept., Vice President and General Manager	陳六南 Liu-Nan Chen	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
法務處處長 Legal Affair Dept., Vice President and General Manager	周德琴 Te-Chin Chou	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	高銀人身保險代理人（股）公司及高銀財產保險代理人（股）公司監察人 Supervisor, Kaohsiung Bank Insurance Agency Co., Ltd.& Kaohsiung Bank General Insurance Agency Co., Ltd..	無 None	無 None	無 None
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	高雄銀行處長 Vice President and General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
公庫部經理 Municipal Treasury Dept., General Manager	柯碧蓉 Pi-Jung Ko	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
營業部經理 Business Dept., General Manager	陳美伶 Mei-Ling Chen	高雄銀行經理 General Manager, Bank of Kaohsiung	高銀人身保險代理人（股）公司及高銀財產保險代理人（股）公司董事 Director, Kaohsiung Bank Insurance Agency Co., Ltd.& Kaohsiung Bank General Insurance Agency Co., Ltd..	無 None	無 None	無 None
國外部經理 International Banking Dept., General Manager	蔡秀珍 Shiow-Jen Tsai	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
信託部經理 Trust Dept., General Manager	向元慶 Yuan-Chin Shiang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
財富管理部經理 Wealth Management Dept., General Manager	張榮泰 Jung-Tai Chang	高雄銀行處長 Vice president & General Manager, Bank of Kaohsiung	高銀人身保險代理人（股）公司及高銀財產保險代理人（股）公司董事 Director, Kaohsiung Bank Insurance Agency Co.,Ltd.& Kaohsiung Bank General Insurance Agency Co., Ltd..	無 None	無 None	無 None
七賢分行經理 Chi Hsien Branch, General Manager	顏景瑞 Chin-Tzay Yan	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
鳳山分行經理 Feng Shan Branch, General Manager	李文昌 Wen-Chang Lee	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	副理 Deputy General Manager	黃慰慈 Wei-Tzu Huang	配偶 Spouse
前金分行經理 Chien Chin Branch, General Manager	吳明宏 Ming-Hung Wu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
三民分行經理 San Min Branch, General Manager	謝燕卿 Yen-Ching Hsien	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None

2009.04.30

職稱 Title	姓名 Name	主要經（學）歷 Experience（Education）	目前兼任其他公司之職務 Also Serves Concurrently as	具配偶或二親等以內關係之經理人 Managers are Spouse or Within Second-Degree Relative of Consanguinity to Each Other		
				職稱 Title	姓名 Name	關係 Relation
左營分行經理 Tso Ying Branch, General Manager	陳麗華 Li-Hwa Chen	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
小港分行經理 Hsiao Kang Branch, General Manager	劉宜鐘 Yi-Jong Liou	高雄銀行經理 General Manager, Bank of Kaohsiung	高銀財產保險代理人（股）公司董事 Director, Kaohsiung Bank General Insurance Agency Co., Ltd..	無 None	無 None	無 None
桃園分行經理 Tao Yuan Branch, General Manager	陳威綸 Chuck Chen	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
前鎮分行經理 Chien Chen Branch, General Manager	林啓仁 Chi-Jen Lin	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
右昌分行經理 Yu Chang Branch, General Manager	劉秀慧 Shiu-Hui Liu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
灣內分行經理 Wan Nei Branch, General Manager	林英忠 Ying-Chung Lin	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
屏東分行經理 Pin Tung Branch, General Manager	李翠馨 Trey-Shin Lee	高雄銀行經理 General Manager,Bank of Kaohsiung	無 None	無 None	無 None	無 None
桂林分行經理 Kwei Lin Branch, General Manager	尤宜珍 Yi-Chen Yu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
六合分行經理 Liu Ho Branch, General Manager	盧如珍 Ju-Chen Lu	高雄銀行經理 General Manager,Bank of Kaohsiung	無 None	無 None	無 None	無 None
楠梓分行經理 Nan Tze Branch, General Manager	黃世宏 Shih-Hung Huang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
鼓山分行經理 Ku Shan Branch, General Manager	巫加成 Cia-Cheng Wu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
建國分行經理 Chien Kuo Branch, General Manager	劉安和 An-Ho Liu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
九如分行經理 Chiu Ju Branch, General Manager	許月雲 Anna Hsu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
鹽埕簡易型分行經理 Yen Cheng Mini Branch, General Manager	林芳蘭 Fang-Lan Lin	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
草衙分行經理 Tsao Ya Branch, General Manager	吳敏成 Min-Cheng Wu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
板橋分行經理 Pan Chiao Branch, General Manager	吳維民 Wei-Min Wu	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
台南分行經理 Tai Nan Branch, General Manager	黃獻正 Hsien-Cheng Huang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
三多分行經理 San To Branch, General Manager	嚴惠芬 Hueng-Fen Yen	高雄銀行經理 General Manager, Bank of Kaohsiujg	無 None	無 None	無 None	無 None
大發分行經理 Da Fa Branch, General Manager	蘇文略 Wen-Lueh Su	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
大直分行經理 Ta Chih Branch, General Manager	丁文龍 Aaron Ting	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
台中分行經理 Tai Chung Branch, General Manager	蔡登崑 Duncan Tsai	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
旗津簡易型分行經理 Chi Chin Mini Branch, General Manager	郭水性 Shui-Hsing Kuo	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
南高雄分行經理 Nan Kaohsiung Branch, General Manager	郭滄文 Shen-Wen Guo	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
大昌分行經理 Ta Chang Branch, General Manager	佘文豪 Wen-Hau Sher	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
新竹分行經理 Hsin Chu Branch, General Manager	王忠輝 Chung-Hui Wang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
市府分行經理 Shih Fu Branch, General Manager	黃秋琴 Chiu-Chin Huang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
中和分行經理 Chung Ho Branch, General Manager	黃慶堯 Don Huang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
顧問兼台北分行經理 Consultant and Taipei Branch, General Manager	柯俊清 Chun-Ching Ko	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
明誠分行經理 Min Cheng Branch, General Manager	張美珠 Mei-Chu Chang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
北高雄分行經理 Pei Kaohsiung Branch, General Manager	李華仁 Hwa-Jen Lee	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None
博愛分行經理 Po Ai Branch, General Manager	王業興 Yeh-Shing Wang	高雄銀行經理 General Manager, Bank of Kaohsiung	無 None	無 None	無 None	無 None

（三）97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

The Aggregate Compensation Paid and Benefits in Kind Granted in 2008

1.董事（含獨立董事）之酬金 Remunerations of Directors（Independent Directors）

單位：新台幣元；NT$ in 2008.01.01－ 2008.12.31

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
董事長 Chairman	黃望修 W. H. Huang （高雄市政府代表） (Representative of Kaohsiung City Government)	4,406,848	4,406,848	298,895	298,895	0	0	477,000	477,000	(0.53)	(0.53)
董事長 Chairman	周武雄 Wu-Shiung Chou （高雄市政府代表） (Representative of Kaohsiung City Government)										
常務董事兼獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin										
常務董事 Managing Director	雷仲達 Chung-Dar Lei （高雄市政府代表） (Representative of Kaohsiung City Government)										
常務董事 Managing Director	陳月霞 Yueh. H. Chen （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事兼副總經理代理總經理 Director, Exec.Vice President and Acting President	鍾武湖 Wu-Hu 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	李文智 Wen-Chih Lee										
董事 Director	張來川 Lai-Chuan Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	張永義 Yung-Yi Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
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)										

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
董事 Director	郝建生 Chien-Sheng Hao （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	張識興 Shih-Shin Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	吳義隆 Yei-Long Wu （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	洪銀樹 Yin-Su Hong （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	蕭明福 Ming-Fu Shaw （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 兼副總經理 Director and Exec. Vice President	賴光二 Kuang-Erh Lai （高雄市政府代表） (Representative of Kaohsiung City Government)										

註：1.表列報酬，包括97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。
On-balance sheet remuneration, including directors' salary, special responsibility allowance, retirement pension, severance pay, bonus and incentives, etc. in 2008.

2.表列盈餘分配之酬勞，指97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。97年度不分配盈餘。
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 2008. The remuneration from distribution of earnings in 2008 is nil.

3.表列業務執行費用，指97年度車馬費、特支費、各種津貼、宿舍、配車等實物提供等等。本行提供董事長宿舍乙間，97年房租360,000元；提供董事長座車1部，採租賃方式，97年租金$ 417,360元，97年度油資88,330元；配有司機乙名，97年報酬964,093元。
On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances, and supply of dormitory and vehicle, etc. in 2008. The Bank offers one dormitory for the Chairman of the Board, and the rent in 2008 was NT$360,000. The Bank offers one vehicle for the Chairman of the Board, and the rent in 2008 was NT$417,360. The fuel allowances were NT$88,330. in 2008. One driver was offered, whose remuneration was NT$964,093 in 2008.

4.常務董事陳月霞、董事吳義隆、董事洪銀樹、董事蕭明福、及董事賴光二，於97年6月19日卸職。（另董事張識興轉任監察人。）
Managing Director Yueh. H. Chen, Director Yei-Long Wu, Director Yin-Su Hong, Director Ming-Fu Shaw, and Director Kuang-Erh Lai, resigned on Jun. 19, 2008.（Director shih-shin Chang was elected as supervisor on Jun.19, 2008.）

5.董事張來川、董事張永義於97年9月15日及97年9月30日辭職解任。
Director Lai-Chuan Chang , Director Yung-Yi Chang, resigned on Sep. 15 and Sep. 30, 2008 separately.

6.97年度實際給付退職退休金金額爲零，退職退休金提撥金額爲298,895元。
No actual retirement pension was given in 2008, NT$298,895 for retirement pension has been appropriated.

單位：新台幣元；NT$ in 2008.01.01－ 2008.12.31

職稱 Title	姓名 Name	兼任員工領取相關報酬 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		
董事長 Chairman	黃望修 W. H. Huang （高雄市政府代表） (Representative of Kaohsiung City Government)	9,008,315	9,008,315	388,002	388,002	0	0	0	0	0	0
董事長 Chairman	周武雄 Wu-Shiung Chou （高雄市政府代表） (Representative of Kaohsiung City Government)										
常務董事兼獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin										
常務董事 Managing Director	雷仲達 Chung-Dar Lei （高雄市政府代表） (Representative of Kaohsiung City Government)										
常務董事 Managing Director	陳月霞 Yueh. H. Chen （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事兼副總經理代理總經理 Director, Exec.Vice President and Acting President	鍾武湖 Wu-Hu 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	李文智 Wen-Chih Lee										
董事 Director	張來川 Lai-Chuan Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	張永義 Yung-Yi Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
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)										

職稱 Title	姓名 Name	兼任員工領取相關報酬 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		
董事 Director	郝建生 Chien-Sheng Hao （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	張識興 Shih-Shin Chang （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	吳義隆 Yei-Long Wu （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	洪銀樹 Yin-Su Hong （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 Director	蕭明福 Ming-Fu Shaw （高雄市政府代表） (Representative of Kaohsiung City Government)										
董事 兼副總經理 Director and Exec. Vice President	賴光二 Kuang-Erh Lai （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97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、宿舍、配車等實物提供等等。本行提供總經理座車1部，採租賃方式，97年租金$ 371,760元，97年度油資40,495元；配有司機乙名，97年報酬1,040,164元。

On-balance sheet salary, bonus and special allowance, etc., i.e. salary, special responsibility allowance, retirement pension, severance pay, bonus, incentive, transportation allowance, special allowance, other allowances, dormitory and vehicle received by directors who are also employees in 2008 The Bank offers one vehicle for the President, and the rent in 2008 was NT$371,760. The fuel allowances were NT$40,495 in 2008. One driver was offered, whose remuneration was NT$1,040,164 in 2008.

2.表列盈餘分配之員工紅利，係指97度董事兼任員工取得員工紅利者，係97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。97年度不分配員工紅利。

On-balance sheet employees' bonus from distribution of earnings, i.e. the employees' bonus received by the directors who are also employees in 2008 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 2008. The employees' bonus in 2008 is nil.

3.常務董事陳月霞、董事吳義隆、董事洪銀樹、董事蕭明福、及董事賴光二，於97年6月19日卸職。（另董事張識興轉任監察人。）

Managing Director Yueh. H. Chen, Director Yei-Long Wu, Director Yin-Su Hong, Director Ming-Fu Shaw, and Director Kuang-Erh Lai, resigned on Jun. 19, 2008.（Director shih-shin Chang was elected as supervisor on Jun. 19, 2008.）

4.董事張來川、董事張永義於97年9月15日及97年9月30日辭職解任。

Director Lai-Chuan Chang , Director Yung-Yi Chang, resigned on Sep. 15 and Sep. 30, 2008 separately.

5.97年度實際給付退職退休金金額爲零，退職退休金提撥金額爲388,002元。

No actual retirement pension was given in 2008, NT$388,002 for retirement pension has been appropriated.

單位：新台幣元；NT$ in 2008.01.01－ 2008.12.31

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 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	
董事長 Chairman	黃望修 W. H. Huang （高雄市政府代表） (Representative of Kaohsiung City Government)	(1.49)	(1.49)	有 20,000
董事長 Chairman	周武雄 Wu-Shiung Chou （高雄市政府代表） (Representative of Kaohsiung City Government)			有 160,000
常務董事兼獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin			無 None
常務董事 Managing Director	雷仲達 Chung-Dar Lei （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
常務董事 Managing Director	陳月霞 Yueh. H. Chen （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事兼副總經理代理總經理 Director, Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
獨立董事 Independent Director	何美玥 Mei-Yueh Ho			無 None
獨立董事 Independent Director	李文智 Wen-Chih Lee			無 None
董事 Director	張來川 Lai-Chuan Chang （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事 Director	張永義 Yung-Yi Chang （高雄市政府代表） (Representative of Kaohsiung City Government)			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	郝建生 Chien-Sheng Hao （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	張識興 Shih-Shin Chang （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事 Director	吳義隆 Yei-Long Wu （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事 Director	洪銀樹 Yin-Su Hong （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事 Director	蕭明福 Ming-Fu Shaw （高雄市政府代表） (Representative of Kaohsiung City Government)			無 None
董事兼副總經理 Director and Exec.Vice President	賴光二 Kuang-Erh Lai （高雄市政府代表） (Representative of Kaohsiung City Government)			有 126,000

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。

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.常務董事陳月霞、董事吳義隆、董事洪銀樹、董事蕭明福、及董事賴光二，於97年6月19日卸職。（另董事張識興轉任監察人。）

Managing Director Yueh. H. Chen, Director Yei-Long Wu, Director Yin-Su Hong, Director Ming-Fu Shaw, and Director Kuang-Erh Lai, resigned on Jun. 19, 2008.（Director shih-shin Chang was elected as supervisor on Jun. 19, 2008.）

3.董事張來川、董事張永義於97年9月15日及97年9月30日辭職解任。

Director Lai-Chuan Chang, Director Yung-Yi Chang, resigned on Sep. 15 and Sep. 30, 2008 separately.

酬金級距表 Range of Remunerations

2008.01.01－2008.12.31

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及所有轉投資事業 All companies in the consolidated statement and all investees	本行 BOK	合併報表內所有公司及所有轉投資事業 All companies in the consolidated statement and all investees
低於2,000,000元 under 2 million	黃望修、周武雄、林文淵、雷仲達、陳月霞、鍾武湖、何美玥、李文智、張來川、張永義、王再福、周元培、郝建生、陳瑞芳、張識興、吳義隆、洪銀樹、蕭明福、賴光二 W. H. Huang, Wu-Shiung Chou, Wen-Yuan Lin, Chung-Dar Lei, Yueh. H. Chen,Wu-Hu Chung, Mei-Yueh Ho ,Wen-Chih Lee , Lai-Chuan Chang, Yung-Yi Chang, Tsai-Fu Wang, Yuan- Pei Chou, Chien-Sheng Hao, Jueifang P. Chen,Shih-Shin Chang, Yei-Long Wu, Yin-Su Hong, Ming-Fu Shaw, Kuang-Erh Lai.	黃望修、周武雄、林文淵、雷仲達、陳月霞、鍾武湖、何美玥、李文智、張來川、張永義、王再福、周元培、郝建生、陳瑞芳、張識興、吳義隆、洪銀樹、蕭明福、賴光二 W. H. Huang, Wu-Shiung Chou, Wen-Yuan Lin, Chung-Dar Lei, Yueh. H. Chen,Wu-Hu Chung, Mei-Yueh Ho ,Wen-Chih Lee , Lai-Chuan Chang, Yung-Yi Chang, Tsai-Fu Wang, Yuan- Pei Chou, Chien-Sheng Hao, Jueifang P. Chen,Shih-Shin Chang, Yei-Long Wu, Yin-Su Hong, Ming-Fu Shaw, Kuang-Erh Lai.	黃望修、林文淵、雷仲達、陳月霞、何美玥、李文智、張來川、張永義、王再福、周元培、郝建生、陳瑞芳、張識興、吳義隆、洪銀樹、蕭明福、賴光二 W. H. Huang, Wen-Yuan Lin, Chung-Dar Lei, Yueh. H. Chen, Mei-Yueh Ho ,Wen-Chih Lee , Lai-Chuan Chang, Yung-Yi Chang, Tsai-Fu Wang, Yuan- Pei Chou, Chien-Sheng Hao, Jueifang P. Chen,Shih-Shin Chang, Yei-Long Wu, Yin-Su Hong, Ming-Fu Shaw, Kuang-Erh Lai.	黃望修、林文淵、雷仲達、陳月霞、何美玥、李文智、張來川、張永義、王再福、周元培、郝建生、陳瑞芳、張識興、吳義隆、洪銀樹、蕭明福、賴光二 W. H. Huang, Wen-Yuan Lin, Chung-Dar Lei, Yueh. H. Chen, Mei-Yueh Ho ,Wen-Chih Lee , Lai-Chuan Chang, Yung-Yi Chang, Tsai-Fu Wang, Yuan- Pei Chou, Chien-Sheng Hao, Jueifang P. Chen,Shih-Shin Chang, Yei-Long Wu, Yin-Su Hong, Ming-Fu Shaw, Kuang-Erh Lai.
2,000,000元（含）~ 5,000,000元 2 million（included）~ 5 million	無 None	無 None	周武雄、鍾武湖 Wu-Shiung Chou, Wu-Hu Chung	周武雄、鍾武湖. Wu-Shiung Chou, Wu-Hu Chung
5,000,000元（含）~ 10,000,000元 5 million（included）~ 10 million	無 None	無 None	無 None	無 None
10,000,000元（含）~ 15,000,000元 10 million（included）~ 15 million	無 None	無 None	無 None	無 None
15,000,000元（含）~ 30,000,000元 15 million（included）~ 30 million	無 None	無 None	無 None	無 None
30,000,000元（含）~ 50,000,000元 30 million（included）~ 50 million	無 None	無 None	無 None	無 None
50,000,000元（含）~ 100,000,000元 50 million（included）~ 100 million	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

2008.01.01－2008.12.31

項目 Item / 年度 FY	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	
2008	(1.49)	(1.49)	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。 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.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。 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". 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。 The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors. 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。 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.本年度支付董事酬金總額占稅後純益比例爲負1.49%，與96年度相較下降19.81%，係因97年度稅後發生虧損所致。 Percentage of remunerations of directors to net income after tax was negative 1.49% in FY 2008, decrease by 19.81% less than in FY 2007, result from the loss of net income after tax in FY 2008.
2007	18.32	18.32	
增減比率 Comparison	(19.81) （說明5） Explanation 5	(19.81) （說明5） Explanation 5	

2.監察人之酬金 Remunerations of Supervisors

單位：新台幣元；NT$ in 2008.01.01－ 2008.12.31

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	128,000	128,000	0	0	0	0	45,000	45,000	（0.02）	（0.02）	無 None
監察人 Supervisor	蘇裕惠 Yu-Hui Su	240,000	240,000	0	0	0	0	81,000	81,000	（0.03）	（0.03）	無 None
監察人 Resident Supervisor	張山輝 Chang-Shan hui	128,000	128,000	0	0	0	0	45,000	45,000	（0.02）	（0.02）	無 None
監察人 Supervisor	郝建生 Chien-Sheng Hao	44,800	44,800	0	0	0	0	0	0	（0.005）	（0.005）	無 None
監察人 Supervisor	許立明 Li-Ming Hsu	44,800	44,800	0	0	0	0	0	0	（0.005）	（0.005）	無 None

註：1.表列報酬，包括97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。
On-balance sheet remuneration, including supervisors' salary, special responsibility allowance, retirement pension, severance pay, bonus and incentives, etc. in 2008.

2.表列盈餘分配之酬勞，指97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。97年度不分配盈餘。
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 2008. The remuneration from distribution of earnings' in 2008 is nil.

3.表列業務執行費用，指97年度車馬費、特支費、各種津貼、宿舍、配車等實物提供等等。
On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances, and supply of dormitory and vehicle, etc. in 2008.

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。
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.

5.監察人許立明於97年6月19日卸職。另監察人郝建生97.6.19改任董事
Supervisor Li-Ming Hsu resigned on Jun. 19, 2008. Supervisor Chien-Sheng Hao was elected as director on Jun. 19, 2008.

酬金級距表 Range of Remunerations

2008.01.01－2008.12.31

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 D 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、郝建生、許立明 Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang, Chien-Sheng Hao, Li-Ming Hsu.	張識興、蘇裕惠、張山輝、郝建生、許立明 Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang, Chien-Sheng Hao, Li-Ming Hsu.
2,000,000元（含）~ 5,000,000元 2 million（included）~ 5 million	無 None	無 None
5,000,000元（含）~ 10,000,000元 5 million（included）~ 10 million	無 None	無 None
10,000,000元（含）~ 15,000,000元 10 million（included）~ 15 million	無 None	無 None
15,000,000元（含）~ 30,000,000元 15 million（included）~ 30 million	無 None	無 None
30,000,000元（含）~ 50,000,000元 30 million（included）~ 50 million	無 None	無 None
50,000,000元（含）~ 100,000,000元 50 million（included）~ 100 million	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None

項目 Item / 年度 FY	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	
2008	（0.08）	（0.08）	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。 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.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。 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". 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。 The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors. 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。 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.本年度支付監察人酬金總額占稅後純益比例爲負0.08%，與96年相較下降1.39%，係因97年度稅後發生虧損所致。 Percentage of remunerations of supervisors to net income after tax was negative 0.08% in FY 2008, decrease by 1.39% less than in FY 2007, result from the loss of net income after tax in FY 2008.
2007	1.31	1.31	
增減比率 Comparison	（1.39） （說明5） Explanation 5	（1.39） （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；NT$ in 2008.01.01－ 2008.12.31

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(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
副總經理代理總經理 Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung	9,268,944	9,268,944	649,728	649,728	2,439,943	2,439,943	0	0	0	0
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										
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu										

註：1.表列薪資，係97年度總經理及副總經理薪資、職務加給、退職退休金、離職金。
On-balance sheet salaries, including president' and vice presidents' salary, special responsibility allowance, retirement pension, severance pay in 2008.

2.表列獎金及特支費，係97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、各種津貼、宿舍、配車等實物提供及其實報酬金額。本行提供總經理座車1部，採租賃方式，97年租金371,760元，97年度油資 40,495元；配有司機乙名，97年報酬 1,040,164元。
On-balance sheet bonus and special allowance, including president' and vice presidents' bonus, incentive, transportation allowance, special allowance, other allowances, and supply of dormitory and vehicle, etc. in 2008. The Bank offers one vehicle for the President, and the rent in 2008 was NT$371,760. The fuel allowances were NT$40,495 in 2008. One driver was offered, whose remuneration was NT$1,040,164 in 2008.

3.表列盈餘分配之員工紅利金額，係97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。97年度不分配盈餘。
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 2008. The employees' bonus in 2008 is nil.

4.97年度實際給付退職退休金金額爲零，退職退休金提撥金額爲649,728元。
No actual retirement pension was given in 2008, NT$649,728 for retirement pension has been appropriated.

單位：新台幣元；NT$ at 2008.01.01－ 2008.12.31

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	
副總經理代理總經理 Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung	(1.27)	(1.27)	0	0	無 None
副總經理 Exec.Vice President	賴光二 Kuang-Erh Lai					有 126,000
副總經理 Exec. Vice President	劉芳男 Fang-Nan Liou					無 None
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu					無 None

註：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。
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

2008.01.01－2008.12.31

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 All companies in the consolidated statement and all investees
低於2,000,000元 under 2 million	無 None	無 None
2,000,000元（含）~ 5,000,000元 2million（included）~ 5 million	鍾武湖、賴光二 、劉芳男、劉興地 Wu-Hu Chung. Kuang-Erh Lai, Fang-Nan Liou, Shing-Dieh Liu	鍾武湖、賴光二 、劉芳男、劉興地 Wu-Hu Chung. Kuang-Erh Lai, Fang-Nan Liou, Shing-Dieh Liu
5,000,000元（含）~ 10,000,000元 5 million（included）~ 10 million	無 None	無 None
10,000,000元（含）~ 15,000,000元 10 million（included）~15 million	無 None	無 None
15,000,000元（含）~ 30,000,000元 15 million（included）~ 30 million	無 None	無 None
30,000,000元（含）~ 50,000,000元 30 million（included）~ 50 million	無 None	無 None
50,000,000元（含）~ 100,000,000元 50 million（included）~ 100 million	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None

2008.01.01－2008.12.31

項目 Item / 年度 FY	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 Tex		說明 Remarks
	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	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。 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.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。 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.本行訂定酬金之程序：經提本行董事會審議通過後實施。 The Bank's procedure for fixing compensation: to be enforced upon approval of the Bank's board of directors. 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。 Correlation of the Bank's payment of compensation and business performance: There is some correlation between reward/employees' bonus and business performance. 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爲負1.27%，與96年相較下降18.13%，係因97年度稅後發生虧損所致。 Percentage of remunerations of president & exec. vice president to net income after tax was negative 1.27% in FY 2008, decrease by 18.13% less than in FY 2007, result from the loss of net income after tax in FY 2008.
2008	（1.27）	（1.27）	
2007	16.86	16.86	
增減比率 Comparison	（18.13） （說明5） Explanation 5	（18.13） （說明5） Explanation 5	

4.配發員工紅利之經理人姓名及配發情形 Employees' bonus to officers

單位：新台幣元；Unit：NT$

職稱 Title		姓名 Name	股票紅利Stock Bonus			現金紅利 Cash Bonus	總計 Total	總額占稅後純益之比例 %of Total to Net Income
			股數 Shares	市價 Market Value	金額 Amount	金額 Amount		
經理人 General Managers	副總經理代理總經理 Exec.Vice President and Acting President	鍾武湖 Wu-Hu Chung	0	—	0	0	0	0.00
	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						
	總稽核 Chief Auditor	劉興地 Shing-Dieh Liu						
	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	林仲貞 Chung-Chen Lin						
	研究發展處處長 Research & Deuelopment Dept., Vice President and General Manager	游禎言 Cheng-Yen Yu						
	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						
	人力資源處兼行政管理處處長 Human Resources Dept and Administration Management Dept., Vice President and General Manager	陳六南 Liu-Nan Chen						
	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	蔡肇燊 Chao-Shen Tsai						
	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	陳美伶 Mei-Ling Chen						
	國外部經理 International Banking Dept. , General Manager	蔡秀珍 Shiow-Jen Tsai						
	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	李文昌 Wen-Chang Lee						
	前金分行經理 Chien Chin Branch, General Manager	吳明宏 Ming-Hung Wu						
	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	劉宜鐘 Yi-Jong Liou						
	桃園分行經理 Tao Yuan Branch, General Manager	陳威綸 Chuck Chen						
	前鎮分行經理 Chien Chen Branch, General Manager	林啓仁 Chi-Jen Lin						

職稱 Title		姓名 Name	股票紅利Stock Bonus			現金紅利 Cash Bonus	總計 Total	總額占稅後純益之比例 %of Total to Net Income
			股數 Shares	市價 Market Value	金額 Amount	金額 Amount		
經理人 General Managers	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	李翠馨 Trey-Shin Lee						
	桂林分行經理 Kwei Lin Branch, General Manager	尤宜珍 Yi-Chen Yu						
	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	藍健成 Chien-Cheng Lan						
	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	許月雲 Anna Hsu						
	鹽埕簡易型分行經理 Yen Cheng Mini Branch, General Manager	林芳蘭 Fang-Lan Lin						
	草衙分行經理 Tsao Ya Branch, General Manager	吳敏成 Min-Cheng Wu						
	板橋分行經理 Pan Chiao Branch, General Manager	吳維民 Wei-Min Wu						
	台南分行經理 Tai Nan Branch, General Manager	黃獻正 Hsien-Cheng Huang						
	三多分行經理 San To Branch, General Manager	嚴惠芬 Hueng-Fen Yen	0	—	0	0	0	0.00
	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	郭水性 Shui-Hsing Kuo						
	南高雄分行經理 Nan Kaohsiung Branch, General Manager	郭澹文 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	王忠輝 Chung-Hui Wang						
	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						
	顧問兼台北分行經理 Consultant and Taipei Branch General Manager.	柯俊清 Chun-Ching Ko						
	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97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。97年度不分配員工紅利。

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 2008. The employees' bonus in 2008 is nil.