單位：新台幣元；NT$ in 2007.01.01－ 2007.12.31

| 職 稱 Title | 姓 名 Name | A、B、C、D及E等五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 | 周武雄 Wu-Shiung Chou （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 有 90,000 |
| 董事長 Chairman | 王高津 Kao-Chin Wang （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 有 100,000 |
| 常務董事 Managing Director & President | 陳月霞 Yueh. H. Chen （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 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 |
| 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 |
| 常務董事兼總經理 Managing Director & President | 莊信雄 Shin-Hsiung Chuang （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 無 None |
| 常務董事 Managing Director | 林向愷 Kenneth S.Lin （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 無 None |
| 常務董事 Managing Director | 黃博怡 Bor-Yi Huang （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) | 18.32 | 18.32 | 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 | 張永義 Yung-Yi Chang （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 Director | 張來川 Lai-Chuan Chang （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 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 190,000 |
| 董事 Director | 郭敏能 Min-Neng Kuo （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 無 None |
| 董事 Director | 洪富峰 Fu-Feng Hung （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 | 黃識強 Shih-Chiang Huang （高雄市政府代表） (Representative of Kaohsiung City Government) | | | 無 None |

註：1.表列子公司以外轉投資事業酬金，係指本銀行董事擔任子公司以外轉投資事業之董事、監察人或經理人等身分所領取之報酬、酬勞、員工紅利及業務執行費用等相關酬金。
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.董事長王高津、常務董事兼總經理莊信雄、常務董事林向愷、常務董事黃博怡、董事郭敏能、董事洪富峰及董事兼副總經理黃識強，於96年7月6日卸職。
Chairman Kao-Chin Wang, Managing Director & President Shin-Hsiung Chuang, Managing Director Kenneth S.Lin, Managing Director Bor-Yi Huang, Director Min-Neng Kuo, Director Fu-Feng Hung and Director and Exec.Vice President Shih-Chiang Huang resigned on July 6, 2007.

## 酬金級距表 Range of Remunerations

2007.01.01－ 2007.12.31

| 給付本行各個董事酬金級距 Range of Remunerations | 董事姓名 Name of Directors | | | |
|---|---|---|---|---|
| | 前三項酬金總額（A+B+C） Total of A+B+C | | 前五項酬金總額（A+B+C+D+E） Total of A+B+C+D+E | |
| | 本行 BOK | 合併報表內所有公司及所有轉投資事業 G 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 H All companies in the consolidated statement and all investees |
| 低於 2,000,000 元 under 2 million | 周武雄、王高津、陳月霞、雷仲達、鍾武湖、莊信雄、林向愷、黃博怡、張識興、吳義隆、張永義、洪銀樹、蕭明福、張來川、陳瑞芳、賴光二、郭敏能、洪富峰、黃識強 Wu-Shiung Chou, Kao-Chin Wang, Yueh. H. Chen, Chung-Dar Lei, Wu-Hu Chung, Shin-Hsiung Chuang , Kenneth S. Lin, Bor-Yi Huang, Shih-Shin Chang, Yei-Long Wu, Yung-Yi Chang, Yin-Su Hong, Ming-Fu Shaw, Lai-Chuan Chang, Jueifang P. Chen., Kuang-Erh Lai, Min-Neng Kuo, Fu-Feng Hung, Shih-Chiang Huang | 周武雄、王高津、陳月霞、雷仲達、鍾武湖、莊信雄、林向愷、黃博怡、張識興、吳義隆、張永義、洪銀樹、蕭明福、張來川、陳瑞芳、賴光二、郭敏能、洪富峰、黃識強 Wu-Shiung Chou, Kao-Chin Wang, Yueh. H. Chen, Chung-Dar Lei, Wu-Hu Chung, Shin-Hsiung Chuang , Kenneth S. Lin, Bor-Yi Huang, Shih-Shin Chang, Yei-Long Wu, Yung-Yi Chang, Yin-Su Hong, Ming-Fu Shaw, Lai-Chuan Chang, Jueifang P. Chen., Kuang-Erh Lai, Min-Neng Kuo, Fu-Feng Hung, Shih-Chiang Huang | 陳月霞、雷仲達、鍾武湖、林向愷、黃博怡、張識興、吳義隆、張永義、洪銀樹、蕭明福、張來川、郭敏能、洪富峰、黃識強 Yueh. H. Chen, Chung-Dar Lei, Wu-Hu Chun g, Kenneth S.Lin, Bor-Yi Huang, Shih-Shin Chang, Yei-Long Wu, Yung-Yi Chang, Yin-Su Hong, Ming-Fu Shaw, Lai-Chuan Chang, Min-Neng Kuo, Fu-Feng Hung, Shih-Chiang Huang | 陳月霞、雷仲達、鍾武湖、林向愷、黃博怡、張識興、吳義隆、張永義、洪銀樹、蕭明福、張來川、郭敏能、洪富峰、黃識強 Yueh. H. Chen, Chung-Dar Lei, Wu-Hu Chun g, Kenneth S.Lin, Bor-Yi Huang, Shih-Shin Chang, Yei-Long Wu, Yung-Yi Chang, Yin-Su Hong, Ming-Fu Shaw, Lai-Chuan Chang, Min-Neng Kuo, Fu-Feng Hung, Shih-Chiang Huang |
| 2,000,000 元（含）~ 5,000,000 元 2 million（included）~ 5 million | 無 None | 無 None | 周武雄、王高津、賴光二、陳瑞芳 Wu-Shiung Chou, Kao-Chin Wang, Kuang-Erh Lai, Jueifang P. Chen. | 周武雄、王高津、賴光二、陳瑞芳 Wu-Shiung Chou, Kao-Chin Wang, Kuang-Erh Lai, Jueifang P. Chen |
| 5,000,000 元（含）~ 10,000,000 元 5 million（included）~ 10 million | 無 None | 無 None | 莊信雄 Shin-Hsiung Chuang | 莊信雄 Shin-Hsiung Chuang |
| 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 |

2007.01.01－ 2007.12.31

| 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 | |
| 2007 | 18.32 | 18.32 | 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。<br>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.<br>2.本行給付酬金之標準與組合：<br>（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。<br>（2）盈餘分配：依本行「公司章程」辦理。<br>（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。<br>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".<br>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。<br>The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors.<br>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。<br>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.<br>5.本年度支付董事酬金總額占稅後純益比例大幅增加，係因本年度盈餘降低所致。<br>The rise for % of remunerations of directors to net income after tax resulted from the decrease of net income after tax. |
| 2006 | 5.59 | 5.59 | |
| 增減比率 Comparison | 12.73 (說明 5) Remarks5 | 12.73 (說明 5) Remarks5 | |

## 2.監察人之酬金 Remunerations of Supervisors

單位：新台幣元；NT$ in 2007.01.01－ 2007.12.31

| 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 | | 盈餘分配之酬勞(B) Remunerations Paid on Earnings Distribution | | 業務執行費用(C) Expenses for Execution of Business | | A、B及C等三項總額占稅後純益之比例 % of A+B+C 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 | |
| 監察人 Supervisor | 郝建生 Chien-Sheng Hao（高雄市政府代表）(Representative of Kaohsiung City Government) | 639,856 | 639,856 | 976,071 | 976,071 | 243,000 | 243,000 | 1.31 | 1.31 | 無 None |
| 常駐監察人 Resident Supervisor | 張繁 Fan Chang（高雄市政府代表）(Representative of Kaohsiung City Government) | | | | | | | | | 無 None |
| 監察人 Supervisor | 許立明 Li-Ming Hsu（高雄市政府代表）(Representative of Kaohsiung City Government) | | | | | | | | | 無 None |
| 監察人 Supervisor | 蘇裕惠 Yu-Hui Su（高雄市政府代表）(Representative of Kaohsiung City Government) | | | | | | | | | 無 None |

註：1.表列報酬，包括96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 2007.

2.表列盈餘分配之酬勞，指96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。96年度盈餘分配之酬勞全部應依規繳交高雄市政府（法人代表）。
On-balance sheet remuneration from distribution of earnings, i.e. Supervisor' remuneration to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2007. The remuneration from distribution of earnings in 2007 shall be paid to Kaohsiung City Government as required (corporate representative).

3.表列業務執行費用，指96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 2007.

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.常駐監察人張繁於96年7月6日卸職。
Resident Supervisor Fan Chang resigned on July 6, 2007.

2007.01.01－ 2007.12.31

| 給付本行各個監察人酬金級距<br>Range of Remunerations | 監察人姓名 Name of Supervisor | |
|---|---|---|
| | 前三項酬金總額（A+B+C）<br>Total of A+B+C | |
| | 本行<br>BOK | 合併報表內所有公司及所有轉投資事業 D<br>All companies in the consolidated statement and all investees |
| 低於 2,000,000 元<br>under 2 million | 郝建生、張繁、許立明、蘇裕惠<br>Chien-Sheng Hao, Fan Chang, Li-Ming Hsu, Yu-Hui Su | 郝建生、張繁、許立明、蘇裕惠<br>Chien-Sheng Hao, Fan Chang, Li-Ming Hsu, Yu-Hui Su |
| 2,000,000 元（含）~ 5,000,000 元<br>2 million（included）~ 5 million | 無<br>None | 無<br>None |
| 5,000,000 元（含）~ 10,000,000 元<br>5 million（included）~ 10 million | 無<br>None | 無<br>None |
| 10,000,000 元（含）~ 15,000,000 元<br>10 million（included）~ 15 million | 無<br>None | 無<br>None |
| 15,000,000 元（含）~ 30,000,000 元<br>15 million（included）~ 30 million | 無<br>None | 無<br>None |
| 30,000,000 元（含）~ 50,000,000 元<br>30 million（included）~ 50 million | 無<br>None | 無<br>None |
| 50,000,000 元（含）~ 100,000,000 元<br>50 million（included）~ 100 million | 無<br>None | 無<br>None |
| 100,000,000 元以上<br>over 100 million | 無<br>None | 無<br>None |

2007.01.01－ 2007.12.31

| 項目 Item / 年度 FY | 支付監察人酬金總額占稅後純益之比例<br>% of Remunerations of Supervisors to Net Income after Tax | | 說明<br>Remarks |
|---|---|---|---|
| | 本行<br>BOK | 合併報表內所有公司<br>All companies in the consolidated statement | 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。<br>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.<br>2.本行給付酬金之標準與組合：<br>（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。<br>（2）盈餘分配：依本行「公司章程」辦理。<br>（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。<br>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".<br>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。<br>The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors.<br>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。<br>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. |
| 2007 | 1.31 | 1.31 | |
| 2006 | 0.51 | 0.51 | |
| 增減比率<br>Comparison | 0.80 | 0.80 | |

## 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 2007.01.01－ 2007.12.31

| 職稱 Title | 姓名 Name | 薪資 Salaries | | 獎金及特支費 Bonus and Special Expenditure | | 盈餘分配之員工紅利 Employees' Bonus on Earnings Distribution | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | 本行 BOK | | | | 合併報表內所有公司 All companies in the consolidated statement | | | |
| | | | | | | 現金股利 Cash dividends | 股票股利 Stock Dividends | | | 現金股利 Cash dividends | 股票股利 Stock Dividends | | |
| | | 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 | | 股數 Shares | 市價 Market value | 金額 Amount | | 股數 Shares | 市價 Market value | 金額 Amount |
| 副總經理代理總經理 Exec.Vice President and Acting President | 鍾武湖 Wu-Hu Chung | 18,610,237 | 18,610,237 | 4,790,508 | 4,790,508 | 0 | 32,649 | 15.65 | 510,957 | 0 | 32,649 | 15.65 | 510,957 |
| 總經理 President | 莊信雄 Shin-Hsiung Chuang | | | | | | | | | | | | |
| 副總經理 Exec.Vice President | 賴光二 Kuang-Erh Lai | | | | | | | | | | | | |
| 副總經理 Exec. Vice President | 劉芳男 Fang-Nan Liou | | | | | | | | | | | | |
| 副總經理 Exec.Vice President | 黃識強 Shih-Chiang Huang | | | | | | | | | | | | |
| 總稽核 Chief Auditor | 劉興地 Shing-Dieh Liu | | | | | | | | | | | | |
| 顧問兼行政管理處處長 Consultant & Senior Vice President of Executive Administration Dept. | 柯俊清 Chun-Ching Ko | | | | | | | | | | | | |

註：1.表列薪資，係96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 2007.

2.表列獎金及特支費，係96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，成本1,300,000元，96年度油資49,091元；配有司機乙名，96年報酬841,396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 2007. The Bank offers one vehicle for the President. The cost was NT$1,300,000. The fuel allowances were NT$49,091 in 2007. One driver was offered, whose remuneration was NT$841,396 in 2007.

3.表列盈餘分配之員工紅利金額，係96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。
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 2007

4.總經理莊信雄於96年7月6日退休。
President Shin-Hsiung Chuang retired on July 6, 2007.

單位：新台幣元；NT$ in 2007.01.01－ 2007.12.31

| 職稱 Title | 姓名 Name | 前三項總額 Total | | 總額占稅後純益之比例 % of Total 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 | 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 | 23,911,702 | 23,911,702 | 16.86 | 16.86 | 0 | 0 | 無 None |
| 總經理 President | 莊信雄 Shin-Hsiung Chuang | | | | | | | 無 None |
| 副總經理 Exec.Vice President | 賴光二 Kuang-Erh Lai | | | | | | | 有 190,000 |
| 副總經理 Exec. Vice President | 劉芳男 Fang-Nan Liou | | | | | | | 無 None |
| 副總經理 Exec.Vice President | 黃識強 Shih-Chiang Huang | | | | | | | 無 None |
| 總稽核 Chief Auditor | 劉興地 Shing-Dieh Liu | | | | | | | 有 20,000 |
| 顧問兼行政管理處處長 Consultant & Senior Vice President of Executive Administration Dept. | 柯俊清 Chun-Ching Ko | | | | | | | 無 None |

註：1.表列子公司以外轉投資事業酬金，係指本銀行董事擔任子公司以外轉投資事業之董事、監察人或經理人等身分所領取之報酬、酬勞、員工紅利及業務執行費用等相關酬金。

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.總經理莊信雄於96年7月6日退休。

President Shin-Hsiung Chuang retired on July 6, 2007.

## 酬金級距表 Range of Remunerations

2007.01.01－ 2007.12.31

| 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 | 鍾武湖 Wu-Hu Chung | 鍾武湖 Wu-Hu Chung |
| 2,000,000 元（含）~ 5,000,000 元 2million（included）~ 5 million | 賴光二 、劉芳男、黃識強 、劉興地、柯俊清 Kuang-Erh Lai, Fang-Nan Liou, Shih-Chiang Huang, Shing-Dieh Liu, Chun-Ching Ko | 賴光二 、劉芳男、黃識強 、劉興地、柯俊清 Kuang-Erh Lai, Fang-Nan Liou, Shih-Chiang Huang, Shing-Dieh Liu, Chun-Ching Ko |
| 5,000,000 元（含）~ 10,000,000 元 5 million（included）~ 10 million | 莊信雄 Shin-Hsiung Chuang | 莊信雄 Shin-Hsiung Chuang |
| 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 |

2007.01.01－ 2007.12.31

| 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 Tax | | 說明 Remarks |
|---|---|---|---|
| | 本行 BOK | 合併報表內所有公司 All companies in the consolidated statement | |
| 2007 | 16.86 | 16.86 | 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。<br>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.<br>2.本行給付酬金之標準與組合：<br>（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。<br>（2）獎金：依本行「核發經營獎金實施要點」辦理。<br>（3）員工紅利：依本行「從業人員紅利分配辦法」辦理。<br>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".<br>3.本行訂定酬金之程序：經提本行董事會審議通過後實施。<br>The Bank's procedure for fixing compensation: to be enforced upon approval of the Bank's board of directors.<br>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。<br>Correlation of the Bank's payment of compensation and business performance: There is some correlation between reward/employees' bonus and business performance.<br>5.本年度支付總經理及副總經理酬金比例大幅增加，係因本年度盈餘降低所致。<br>The rise for % of remunerations of President & Exce. Vice President to net income after tax resulted from the decrease of net income after tax. |
| 2006 | 3.88 | 3.88 | |
| 增減比率 Comparison | 12.98 (說明 5) Remarks5 | 12.98 (說明 5) Remarks5 | |