

Remuneration of Directors (including Independent Directors), President, and Executive Vice Presidents

A. Remuneration of Directors (including Independent Directors)

2018.12.31 / Unit: NT\$ thousand																						
Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Compensation paid to directors from an invested company other than SCSB's subsidiary
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing-Employee Bonus (G)						
		SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB		All companies in the consolidated financial statements		SCSB	All companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Chairman	Hung-Ching Yung	34,371	43,474	-	39,238	58,000	67,417	5,478	7,288	0.71%	1.15%	38,615	38,615	2,320	2,320	105	-	105	-	1.01%	1.45%	-
Managing Director	Stephen Ching-Yen Lee																					
Managing Director	Yih-Pin Chen																					
Independent Managing Director	Yung-San Lee																					
Director	Lincoln Chu-Kuen Yung																					
Director	Kar-Wah Cheng																					
Director	John Con-Sing Yung																					
Director	George Chao-Chi Gu																					
Director	Yi-Jen Chiou																					
Director	Shan-Chung Chen																					
Independent Director	Miles King-Hu Hsieh																					
Independent Director	Mu-Tsai Chen (elected on 2018.6.15)																					
Independent Director	Lee-Min Wang (resigned on 2018.6.15)																					

Note: SCSB provided three self-owned company cars and two rental cars. Annual rent for the rental cars totals NT\$1,186 thousand, and the salary of six drivers totals NT\$5,971 thousand, which is not included in the remuneration.

Remuneration Bracket

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements
Under NT\$ 2,000,000	Lee-Min Wang	Lee-Min Wang	Lee-Min Wang	Lee-Min Wang
NT\$2,000,001 ~ NT\$5,000,000	Lincoln Chu-Kuen Yung Kar-Wah Cheng John Con-Sing Yung George Chao-Chi Gu Yi-Jen Chiou Shan-Chung Chen Miles King-Hu Hsieh Mu-Tsai Chen	Kar-Wah Cheng John Con-Sing Yung George Chao-Chi Gu Yi-Jen Chiou Shan-Chung Chen Miles King-Hu Hsieh Mu-Tsai Chen	Lincoln Chu-Kuen Yung Kar-Wah Cheng George Chao-Chi Gu Miles King-Hu Hsieh Mu-Tsai Chen	Kar-Wah Cheng George Chao-Chi Gu Miles King-Hu Hsieh Mu-Tsai Chen
NT\$5,000,001 ~ NT\$10,000,000	Yung-San Lee	Yung-San Lee	Yung-San Lee Yi-Jen Chiou	Yung-San Lee Yi-Jen Chiou
NT\$10,000,001 ~ NT\$15,000,000	Stephen Ching-Yen Lee	-	Stephen Ching-Yen Lee	-
NT\$15,000,001 ~ NT\$30,000,000	Yih-Pin Chen	Stephen Ching-Yen Lee Yih-Pin Chen	Yih-Pin Chen John Con-Sing Yung Shan-Chung Chen	Stephen Ching-Yen Lee Yih-Pin Chen John Con-Sing Yung Shan-Chung Chen
NT\$30,000,001~ NT\$50,000,000	Hung-Ching Yung	Hung-Ching Yung Lincoln Chu-Kuen Yung	Hung-Ching Yung	Hung-Ching Yung Lincoln Chu-Kuen Yung
NT\$50,000,001 ~ NT\$100,000,000	-	-	-	-
Over NT\$100,000,000	-	-	-	-
Total	13	13	13	13

B. Remuneration of the President and Executive Vice Presidents

2018.12.31 / Unit: NT\$ thousand

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing-Employee Bonus (D)				Ratio of Total Compensation (A+B+C+D) to Net Income (%)		Exercisable Employee Stock Options		New Restricted Employee Shares		Compensation paid to the president and executive vice presidents from an invested company other than SCSB's subsidiary
		SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB		All companies in the consolidated financial statements		SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	SCSB	All companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock							
President	Yi-Jen Chiou (retired on 2018.3.1)	43,065	43,065	6,323	6,323	30,868	30,868	406	-	406	-	0.59%	0.59%	-	-	-	-	-
President	Shan-Chung Chen (appointed on 2018.3.1)																	
Executive Vice President	Con-Sing Yung																	
Executive Vice President	Chih-Hung Lin																	
Executive Vice President	Ching-Yi Kuo																	
Executive Vice President	Kuo-Kuei Peng																	
Executive Vice President	Wen-Hwa Huang																	
Executive Vice President	Fang-Hui Hsieh																	
Executive Vice President	Chin-Kang Liu																	

Note: SCSB provided a self-owned company car and three rental cars. Annual rent for the rental cars totals NT\$1,386 thousand, and the salary of three drivers totals NT\$3,506 thousand, which is not included in the remuneration.

Remuneration Bracket

Range of Remuneration	Name of President and Executive Vice Presidents	
	SCSB	All companies in the consolidated financial statements
Under NT\$ 2,000,000	-	-
NT\$2,000,001 ~ NT\$5,000,000	Yi-Jen Chiou	Yi-Jen Chiou
NT\$5,000,001 ~ NT\$10,000,000	Con-Sing Yung	Con-Sing Yung
	Chih-Hung Lin	Chih-Hung Lin
	Ching-Yi Kuo	Ching-Yi Kuo
	Kuo-Kuei Peng	Kuo-Kuei Peng
	Wen-Hwa Huang	Wen-Hwa Huang
	Fang-Hui Hsieh	Fang-Hui Hsieh
	Chin-Kang Liu	Chin-Kang Liu
NT\$10,000,001 ~ NT\$15,000,000	-	-
NT\$15,000,001 ~ NT\$30,000,000	Shan-Chung Chen	Shan-Chung Chen
NT\$30,000,001~ NT\$50,000,000	-	-
NT\$50,000,001 ~ NT\$100,000,000	-	-
Over NT\$100,000,000	-	-
Total	9	9