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

# A. Remuneration of Directors (including Independent Directors)

2018.12.31 / Unit: NT\$ thousand

												1									.8.12.31 / Unit: N	15 triousariu
					Remur	neration		ı			atio of Total muneration		Relevant R	emunera	ition Received by	Directors V	Vho are Also	o Employee	25		atio of Total ompensation	Compensation
		Base Compensation (A)		Severance Pay (B)		Bonus to			Allowances (D)		(A+B+C+D) to Net		Salary, Bonuses, and		Severance Pay (F)		Profit Sharing-Employee Bonus (G)			(A+B+C+D+E+F+G) to Ne		paid to
		buse co	impensation (A)	3000	rance ray (b)	Dir	ectors <u>(</u> C)	7411	owances (b)		ncome (%)	All	owances (E)	Jev	erunce ruy (r)	1101	it sildring t	-mployee b	onus (G)		Income (%)	directors from
Title	Name		All companies in		All companies in		All companies in		All companies in		All companies in		All companies in		All companies in			All com	panies in the			an invested
		SCSB	the consolidated	SCSB	the consolidated	SCSB	the consolidated	SCSB	the consolidated	SCSB	the consolidated	SCSB	the consolidated	SCSB	the consolidated	SC	SB	consolid	lated financial	SCSB	All companies in th consolidated	than SCSB's
		SCSB	financial	3.35	financial	JUJD	financial	3636	financial	3036	financial	3636	financial	JUB	financial				tements	3636	financial statement	
			statements		statements		statements		statements		statements		statements		statements	Cash	Stock	Cash	Stock		in a real state in en	5 Substatut y
Chairman	Hung-Ching Yung																					
Managing Director	Stephen Ching-Yen Lee																					
Managing Director	Yih-Pin Chen		i l								,											
Independent																						
Managing	Yung-San Lee																					
Director	. 0																					
Discrete	Lincoln Charles Waren																					
Director	Lincoln Chu-Kuen Yung																					
Director	Kar-Wah Cheng																					
51100001	Kai-Waii Clieng					58,000	67,417	5,478	7,288	0.71%				2,320	2,320 10.		105 -			1.01%	1.45%	
Director	John Con-Sing Yung										6 1.15% 38											
51100001	John Con Sing rung	24 271	34,371 43,474	_	20.220							20 615	38,615 38,615			105		105	105 -			_
Director	George Chao-Chi Gu	34,371		-	39,238							36,013				105		105				-
Sir coto.	oconge endo em ou																					
Director	Yi-Jen Chiou																					
Director	II Jeli eliloa																					
Director	Shan-Chung Chen																					
Director	Shari-Chang Chen																					
Independent	Miles Kinn H. Haish																					
Director	Miles King-Hu Hsieh																					
	Mu-Tsai Chen																					
Independent	iviu-isai Chen																					
Director																						
	(elected on 2018.6.15)																					
Independent		1																				
Director	Lee-Min Wang																					
	(resigned on 2018.6.15)																					

## Remuneration Bracket

	Name of Directors											
Range of Remuneration	Total	of (A+B+C+D)	Total of (A+B+C+D+E+F+G)									
Kange of Kemuneration	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

		S	ialary(A)	Seve	rance Pay (B)		nuses and owances (C)	Profit Sh	aring-Em	iployee E	Bonus (D)	Compensa	o of Total tion (A+B+C+D) Income (%)		able Employee ck Options		v Restricted loyee Shares	Compensation paid to the president and
Title	Name	SCSB	All companies in the consolidated financial		All companies in the consolidated financial		All companies in the consolidated financial			All companies in the consolidated financial statements		- SCSB	All companies in the consolidated financial		All companies in the consolidated financial	SCSB	All companies in the consolidated financial	
			statements		statements		statements	Cash	Stock	Cash	Stock		statements		statements		statements	other than SCSB's subsidiary
President	Yi-Jen Chiou (retired on 2018.3.1)																	
	Shan-Chung Chen																	
President	(appointed on																	
	2018.3.1)																	
Executive Vice President	Con-Sing Yung																	
Executive Vice	Chih Hung Lin																	
President	Chih-Hung Lin																	
Executive Vice	China Vi Kun	1 !																
President	Ching-Yi Kuo	43,065	43,065	6,323	6,323	30,868	30,868	406	-	406	-	0.59%	0.59%	-	-	-	-	-
Executive Vice	Kua Kuai Bana																	
President	Kuo-Kuei Peng																	
Executive Vice										ļ.								
President	Wen-Hwa Huang																	
Executive Vice	F																	
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									
Range of Remuneration	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								
	Con-Sing Yung	Con-Sing Yung								
	Chih-Hung Lin	Chih-Hung Lin								
	Ching-Yi Kuo	Ching-Yi Kuo								
NT\$5,000,001 ~ NT\$10,000,000	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								