

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

A. Remuneration of Directors (including Independent Directors)

2019/12/31 / 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	20,476	29,720	-	-	58,000	69,940	3,141	4,783	0.56%	0.53%	35,778	35,778	2,221	2,221	160	-	160	-	0.82%	0.72%	-
Managing Director	Stephen Ching-Yen Lee																					
Managing Director	Yih-Pin Chen																					
Director	Lincoln Chu-Kuen Yung																					
Director	Kar-Wah Cheng																					
Director	John Con-Sing Yung (Representative: Magnetic Holdings Limited)																					
Director	George Chao-Chi Gu																					
Director	Yi-Jen Chiou																					
Director	Shan-Chung Chen																					
Independent Managing Director	Yung-San Lee	17,460	17,460	-	-	-	-	234	234	0.12%	0.09%	-	-	-	-	-	-	-	-	0.12%	0.09%	-
Independent Director	Miles King-Hu Hsieh																					
Independent Director	Mu-Tsai Chen																					

- Note: 1. Please explain the policy, system, standards, and structure of independent directors' remuneration, and clarify the relation between the amount of remuneration and the duties, risks, and time committed by independent directors: According to Article 31, Paragraph 2 of the SCSB Articles of Incorporation, independent directors of SCSB do not participate in the distribution of directors' remuneration. Furthermore, the Remuneration Committee has discussed and determined individual directors' annual salaries, and submitted the proposal to the Board of Directors for approval based on the complexity of their responsibilities and the businesses the directors are involved in.
2. In addition, the remuneration the directors received in the past year for providing services (such as serving as non-employee consultants) to all companies mentioned in the financial report totals: NT\$5.4 million.
3. SCSB provided three self-owned company cars and two rental cars, of which one self-owned car was disposed of in December 2019 and was replaced by a rental car in due course. The cost of self-owned cars totals NT\$17.45 million. In 2019, the total depreciation in 2019 was NT\$829 thousand; the annual lease of rental cars was NT\$515 thousand; and the fuel cost was NT\$216 thousand. In addition, the salary of the five drivers totaled NT\$6.141 million, which was 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\$ 1,000,000	-	-	-	-
NT\$1,000,001 ~ NT\$2,000,000	-	-	-	-
NT\$2,000,001 ~ NT\$3,500,000	Lincoln Chu-Kuen Yung Kar-Wah Cheng John Con-Sing Yung George Chao-Chi Gu Yi-Jen Chiou Shan-Chung Chen	Lincoln Chu-Kuen Yung Kar-Wah Cheng George Chao-Chi Gu Yi-Jen Chiou Shan-Chung Chen	Lincoln Chu-Kuen Yung Kar-Wah Cheng George Chao-Chi Gu Yi-Jen Chiou	Lincoln Chu-Kuen Yung Kar-Wah Cheng George Chao-Chi Gu Yi-Jen Chiou
NT\$3,500,001 ~ NT\$5,000,000	-	John Con-Sing Yung	-	-
NT\$5,000,001 ~ NT\$10,000,000	Yung-San Lee Miles King-Hu Hsieh Mu-Tsai Chen	Yung-San Lee Miles King-Hu Hsieh Mu-Tsai Chen	Yung-San Lee Miles King-Hu Hsieh Mu-Tsai Chen	Yung-San Lee Miles King-Hu Hsieh Mu-Tsai Chen
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	Hung-Ching Yung	Hung-Ching Yung
NT\$50,000,001 ~ NT\$100,000,000	-	-	-	-
Over NT\$100,000,000	-	-	-	-
Total	12	12	12	12

B. Remuneration of the President and Executive Vice Presidents

2019/12/31 / 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 (%)		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	
								Cash	Stock	Cash	Stock			
President	Shan-Chung Chen	52,476	52,476	7,688	7,688	44,468	44,468	757	757	-	-	0.72%	0.53%	-
First Executive Vice President	Con-Sing Yung													
First Executive Vice President	Chih-Hung Lin													
First Executive Vice President	Ching-Yi Kuo													
First Executive Vice President	Kuo-Kuei Peng													
First Executive Vice President	Wen-Hwa Huang													
Executive Vice President	Fang-Hui Hsieh													
Executive Vice President	Chin-Kang Liu													
Executive Vice President	Yeong-Taur Shann													
Executive Vice President	Hsiu-Cheng Hung													

Note: SCSB provided a self-owned company car and two rental cars. The cost of self-owned car totals NT\$2.47 million. In 2019, the total depreciation was NT\$412 thousand; the annual lease for the rental cars was NT\$626 thousand; the cost of fuel was NT\$147 thousand; in addition, the salary of two drivers totaled NT\$2.37 million, which was 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\$ 1,000,000	-	-
NT\$1,000,001 ~ NT\$2,000,000	-	-
NT\$2,000,001 ~ NT\$3,500,000	-	-
NT\$3,500,001 ~ NT\$5,000,000	-	-
NT\$5,000,001 ~ NT\$10,000,000	Chih-Hung Lin Ching-Yi Kuo Kuo-Kuei Peng Wen-Hwa Huang Fang-Hui Hsieh Chin-Kang Liu Yeong-Taur Shann Hsiu-Cheng Hung	Chih-Hung Lin Ching-Yi Kuo Kuo-Kuei Peng Wen-Hwa Huang Fang-Hui Hsieh Chin-Kang Liu Yeong-Taur Shann Hsiu-Cheng Hung
NT\$10,000,001 ~ NT\$15,000,000	-	-
NT\$15,000,001 ~ NT\$30,000,000	Con-Sing Yung Shan-Chung Chen	Con-Sing Yung 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	10	10