

Chung Kuo Insurance Company, Limited

The remuneration of directors, supervisors and general manager paid in the most recent year, its ratio to the net profit after tax, remuneration policy, standards and packages, the procedure for determining remuneration, and the correlation with operating performance and future risk exposure

A. The remuneration to directors, supervisors and presidents paid in the most recent year, and its ratio to the net profit after tax

Year: 2015

Unit : NT\$1,000

Item	Total Remuneration	Net Profit After Tax	Ratio of Remuneration to Net Profit After Tax
Remuneration to director	2,506	413,013	0.61%
Remuneration to supervisor	425	413,013	0.10%
Remuneration to the president and vice president	16,724	413,013	4.05%

B. Remuneration policy, standards and packages, the procedure for determining remuneration, and the correlation with operating performance and future risk exposure

The remuneration to the Chairman of Board is paid in accordance with the Company's Articles of Incorporation. The remuneration to directors and supervisors is paid in accordance with the Standards Governing Payment of the "Remuneration to Directors and Supervisors of Financial Insurance Business Subordinated to Ministry of Finance". No attendance fees will be paid to the directors/supervisors who hold public functionaries concurrently.