

3.2.3 Remuneration of Directors, Supervisors, President, and Vice President

Remuneration of Directors

Unit: NT\$ thousands

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 the company'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)		Exercisable Employee Stock Options (H)						
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements
																Cash	Stock	Cash	Stock					
Chairman	Jui-Yun Lin	1, 200	1, 200	0	0	0	0	1, 306	1, 306	0. 61	0. 61	4, 261	4, 261	108	108	0	0	0	0	0	0	1. 66	1. 66	0
Independent Director	Hsin-Sheng Chen																							
Independent Director	Yu-Jen Tseng																							
Director	Ray Chen																							
Director	Muh-Tarn Hsieh																							
Director	Wen-Jui Huang																							
Director	Jean Su																							
Director	Tai-Shin Dai																							
Director	Wang-Chung Ko																							

Note: The remuneration to the driver totals NT\$1,726 thousand.

Bracket	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Under NT\$ 2,000,000	Jui-Yun Lin,Hsin-Sheng Chen, Yu-Jen Tseng, Ray Chen, Muh-Tarng Hsieh, Wen-Jui Huang, Jean Su, Tai-Shin Dai, Wang-Chung Ko	Jui-Yun Lin,Hsin-Sheng Chen, Yu-Jen Tseng, Ray Chen, Muh-Tarng Hsieh, Wen-Jui Huang, Jean Su, Tai-Shin Dai, Wang-Chung Ko	Jui-Yun Lin,Hsin-Sheng Chen, Yu-Jen Tseng, Muh-Tarng Hsieh, Wen-Jui Huang, Jean Su, Tai-Shin Dai, Wang-Chung Ko	Jui-Yun Lin,Hsin-Sheng Chen, Yu-Jen Tseng, Muh-Tarng Hsieh, Wen-Jui Huang, Jean Su, Tai-Shin Dai, Wang-Chung Ko
NT\$2,000,000 ~ NT\$5,000,000	0	0	Ray Chen	Ray Chen
NT\$5,000,000 ~ NT\$10,000,000	0	0	0	0
NT\$10,000,000 ~ NT\$15,000,000	0	0	0	0
NT\$15,000,000 ~ NT\$30,000,000	0	0	0	0
NT\$30,000,000 ~ NT\$50,000,000	0	0	0	0
NT\$50,000,000 ~ NT\$100,000,000	0	0	0	0
Over NT\$100,000,000	0	0	0	0
Total	9	9	9	9

Remuneration of Supervisors

Unit: NT\$ thousands

[illegible]

Bracket	Name of Supervisors	
	Total of (A+B+C)	
	The company	Companies in the consolidated financial statements
Under NT\$ 2,000,000	Chung-Hsing Chen,Ying-Ying Chang, Zhi-Ming Lu	Chung-Hsing Chen,Ying-Ying Chang, Zhi-Ming Lu
NT\$2,000,000 ~ NT\$5,000,000	0	0
NT\$5,000,000 ~ NT\$10,000,000	0	0
NT\$10,000,000 ~ NT\$15,000,000	0	0
NT\$15,000,000 ~ NT\$30,000,000	0	0
NT\$30,000,000 ~ NT\$50,000,000	0	0
NT\$50,000,000 ~ NT\$100,000,000	0	0
Over NT\$100,000,000	0	0
Total	3	3

Compensation of President and Vice President

Unit: NT\$ thousands

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		Compensation paid to the president and vice president from an invested company other than the company's subsidiary
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock					
President	Ray Chen	10, 486	10, 486	573	573	5, 595	5, 595	70	0	70	0	4. 05	4. 05	0	0	0
Executive Vice President	Chia-Hsiang Wei															
Executive Vice President	Jung-Lung Hung															
Executive Vice President	Dwo-Ching Hwu															
Ex- Chief Audit Executive	Tsung-Chih Hsu															
Chief Audit Executive	Ying-Hao Weng															
Chief Compliance Officer	Sen-Hui Hu															

Note: The remuneration to the driver totals NT\$2,897 thousand.

Bracket	Name of President and Vice President	
	The company	Companies in the consolidated financial statements
Under NT\$ 2,000,000	Tsung-Chih Hsu	Tsung-Chih Hsu
NT\$2,000,000 ~ NT\$5,000,000	Ray Chen, Chia-Hsiang Wei, Jung-Lung Hung, Dwo-Ching Hwu, Ying-Hao Weng, Sen-Hui Hu	Ray Chen, Chia-Hsiang Wei, Jung-Lung Hung, Dwo-Ching Hwu, Ying-Hao Weng, Sen-Hui Hu
NT\$5,000,000 ~ NT\$10,000,000	0	0
NT\$10,000,000 ~ NT\$15,000,000	0	0
NT\$15,000,000 ~ NT\$30,000,000	0	0
NT\$30,000,000 ~ NT\$50,000,000	0	0
NT\$50,000,000 ~ NT\$100,000,000	0	0
Over NT\$100,000,000	0	0
Total	7	7