

UNAUDITED SUPPLEMENTARY FINANCIAL INFORMATION

未經審核補充財務資料

(A) Capital ratio

Total capital ratio	總資本比率
Tier 1 capital ratio	一級資本比率
Common Equity Tier 1 (“CET1”) capital ratio	普通股本一級資本比率

The capital ratios as at 31 December 2015 are computed on a consolidated basis which comprises the positions of the Bank and Fubon Credit (Hong Kong) Limited as required by the HKMA in accordance with section 3C(1) of the Banking (Capital) Rules (“the Capital Rules”) for its regulatory purposes.

The basis of consolidation for accounting purposes is in accordance with the Hong Kong Financial Reporting Standards and is different from the basis and scope of consolidation for the calculation of capital ratios. Subsidiaries not included in the consolidation for the calculation of capital ratios are set out below:

(A) 資本比率

As at	
於	
31 December 2015	31 December 2014
二零一五年十二月三十一日	二零一四年十二月三十一日
%	%
百分比	百分比
16.62	17.96
11.81	12.65
11.81	12.65

於二零一五年十二月三十一日，資本比率是根據綜合基準計算，該基準包括金管局為其監管目的規定之本行及富邦財務(香港)有限公司之狀況，並按照《銀行業(資本)規則》(「資本規則」)第3C(1)節編製。

作會計目的之綜合基準與香港財務報告準則一致，但有別於計算資本比率之綜合基準及範圍。計算資本比率時未綜合計入之附屬公司載於如下：

Name of subsidiaries	Principal activities	As at 31 December 2015		As at 31 December 2014	
		Total assets	Total equity	Total assets	Total equity
附屬公司名稱	主要業務	資產總額	權益總額	資產總額	權益總額
		HK\$'000	HK\$'000	HK\$'000	HK\$'000
		千港元	千港元	千港元	千港元
FB Securities (Hong Kong) Limited 富銀證券(香港)有限公司	Securities broking 證券經紀	145,507	109,046	218,828	118,381
FB Investment Management Limited 富銀投資管理有限公司	Fund management 基金管理	21,220	18,362	20,856	18,467
Fubon Insurance Brokers Limited 富邦保險顧問有限公司	Insurance broker services 保險經紀服務	3,882	1,733	1,842	1,288
Fubon Nominees (Hong Kong) Limited	Nominee service 代理人服務	10,600	2,316	3,472	144
Admiralty Finance Company Limited 海富財務有限公司	Company secretarial 公司秘書	63	63	63	63
Aquarius (Nominees) Limited	Inactive 無業務	6	6	6	6
Easygrand Investments Limited (Liquidated in 2015) 敏安投資有限公司(於二零一五年清盤)	Inactive 無業務	-	-	2	2
Hongroll Limited (Liquidated in 2015) Hongroll Limited(於二零一五年清盤)	Investment holding 投資控股	-	-	10	4
Battell Investments Limited (Liquidated in 2015) Battell Investments Limited(於二零一五年清盤)	Inactive 無業務	-	-	-	(315)
		181,278	131,526	245,079	138,040

(A) Capital ratio (continued)

The Bank's shareholdings in the above subsidiaries are deducted from CET1 capital in accordance with the Capital Rules. There is no relevant capital shortfall in any of the Bank's subsidiaries which are not included as part of the consolidation group for the calculation of capital ratio.

The Group maintains a regulatory reserve, as disclosed in Note 37, to satisfy the provisions of the Hong Kong Banking Ordinance for prudential supervision purposes. Movements in the reserve are made directly through retained earnings and in consultation with the HKMA.

In accordance with the Capital Rules, the Group has adopted the "standardised approach" for the calculation of risk-weighted assets for credit risk and market risk and the "basic indicator approach" for the calculation of operational risk.

To comply with section 45 of the Banking (Disclosure) Rules ("BDR"), all additional information in relation to the Group's regulatory capital disclosures are published by using the standard disclosure templates as specified by the HKMA under "Regulatory Disclosures" section on the Group's website (<http://www.fubonbank.com.hk>).

(B) Leverage ratio

Leverage ratio	槓桿比率
Tier 1 capital	一級資本
Exposure measure	風險數值

Exposure measure

The Group calculated the leverage ratio on the same consolidated basis as the calculation of capital ratio as disclosed in Note (A). Comparative figures are not required as this is the first year of disclosure.

To comply with section 45A of the BDR, all addition information in relation to the Group's leverage ratio disclosures are published by using the standard disclosure templates as specified by the HKMA under "Regulatory Disclosures" section on the Group's website (<http://www.fubonbank.com.hk>).

(A) 資本比率 (續)

本行於上述附屬公司之股權乃根據資本規則自普通股一級資本中扣除。於計算資本比率時不計作綜合集團一部分之本行附屬公司中，並無有關資本短欠。

本集團已根據香港《銀行業條例》的規定維持法定儲備(如附註37所披露)，以嚴謹監管。該儲備之變動乃在諮詢金管局之意見後直接透過保留溢利作出。

按照資本規則，本集團已採用「標準化方法」計算信貸風險及市場風險之風險加權資產以及採用「基本指標方法」計算營運風險。

為符合《銀行業(披露)規則》第45條，本集團已在本集團網站內(<http://www.fubonbank.com.hk>)「監管披露」一欄下使用金管局指定的標準披露模版披露一切關於監管資本披露有關的額外資料。

(B) 槓桿比率

As at
31 December
2015
於二零一五年
十二月三十一日
%
百分比

7.09%

HK\$'000
千港元

6,477,570
91,390,996

風險數值

本集團按照與附註(A)所披露的計算資本比率相同的綜合基準計算槓桿比率。由於此乃首年披露，則毋須可比較數據。

為符合《銀行業(披露)規則》第45A條，本集團已在本集團網站內(<http://www.fubonbank.com.hk>)「監管披露」一欄下使用金管局指定的標準披露模版披露一切關於本集團槓桿比率披露的額外資料。

(C) Liquidity ratio

The Group's average liquidity maintenance ratio for the year ended 31 December 2015 was well above the statutory minimum ratio of 25%.

Average liquidity maintenance ratio 平均流動性維持比率

Average liquidity ratio 平均流動資金比率

The average liquidity maintenance ratio for the year ended 31 December 2015 is computed as the arithmetic mean of the average value of each calendar month's average ratio as reported in the "Return of Liquidity Position of an Authorized Institution" (MA(BS)1E) calculated in accordance with the Banking (Liquidity) Rules ("the Liquidity Rules") for regulatory purposes.

The average liquidity maintenance ratio is compiled in accordance with the Liquidity Rules issued by the HKMA effective from 1 January 2015, whereas the average liquidity ratio for the year ended 31 December 2014 was computed in accordance with the Fourth Schedule of the Hong Kong Banking Ordinance. The liquidity disclosure for 31 December 2015 is, therefore, not directly comparable with the disclosures for 31 December 2014. Both the liquidity maintenance ratio and liquidity ratio are computed on a consolidated basis which comprises the Bank and Fubon Credit (Hong Kong) Limited as designated by the HKMA for regulatory purposes.

(C) 流動資金比率

截至二零一五年十二月三十一日止年度，本集團的平均流動性維持比率遠高於法定最低比率的25%。

For the year ended	
截至十二月三十一日止年度	
31 December	31 December
2015	2014
二零一五年	二零一四年
%	%
百分比	百分比
45.82	N/A
N/A	48.56

截至二零一五年十二月三十一日止年度，平均流動性維持比率是按每個曆月平均率的算術平均數計算。每個曆月平均比率乃根據《銀行業(流動性)規則》計算並與「認可機構流動資金狀況申報表」(MA(BS)1E)中申報的數字相同以作監管用途。

平均流動性維持比率符合金管局所發出的流動性規則，自二零一五年一月一日起生效，而截至二零一四年十二月三十一日止年度的平均流動資金比率則按香港《銀行業條例》第四附表計算。於二零一五年十二月三十一日止流動資金披露因此不可直接與二零一四年十二月三十一日的披露進行比較。流動性維持比率及流動資金比率均按金管局指定的綜合基準(當中包括本行及富邦財務(香港)有限公司)計算以作監管用途。

(D) Further analysis on advances to customers analysed by industry sector

Advances to customers analysed by industry sector and the coverage of collateral is as follows. The economic sector analysis is based on the categories and definitions used by the HKMA.

(D) 按行業分類的客戶貸款的進一步分析

按行業及有抵押貸款的客戶貸款分析如下。經濟行業分析乃基於金管局所採用的類別及定義。

		The Group 本集團			
		2015 二零一五年		2014 二零一四年	
		Gross loans and advances	% of gross loans covered by collateral 有抵押之貸款 佔貸款總額之 百分比	Gross loans and advances	% of gross loans covered by collateral 有抵押之貸款 佔貸款總額之 百分比
		借款及貸款 總額 HK\$'000 千港元	%	借款及貸款 總額 HK\$'000 千港元	%
Gross advances for use in Hong Kong	在香港使用的貸款總額				
Industrial, commercial and financial	工商金融				
- Property development	- 物業發展	2,037,571	65.66	1,470,447	57.43
- Property investment	- 物業投資	9,935,016	90.52	9,831,127	92.06
- Financial concerns	- 金融企業	1,143,124	14.81	1,282,934	5.29
- Stockbrokers	- 股票經紀	778,942	68.82	904,780	48.05
- Wholesale and retail trade	- 批發及零售業	318,438	27.37	227,796	41.54
- Manufacturing	- 製造業	2,125,608	3.20	1,046,117	5.14
- Transport and transport equipment	- 運輸及運輸設備	571,346	3.57	427,387	5.79
- Information technology	- 資訊科技	393,513	-	232,654	-
- Electricity and gas	- 電力及煤氣	12,500	-	-	-
- Others	- 其他	2,515,544	43.26	2,272,020	35.54
Individuals	個人				
- Loans for the purchase of flats under the Home Ownership Scheme, Private Sector Participation Scheme and Tenants Purchase Scheme or their respective successor schemes	- 購買「居者有其屋計劃」、「私人參建居屋計劃」及「租者置其屋計劃」或其各自的後繼計劃的樓宇的貸款	5,933	100.00	7,029	100.00
- Loans for the purchase of other residential properties	- 購買其他住宅物業的貸款	9,675,134	99.97	8,934,967	99.96
- Credit card advances	- 信用卡貸款	1,117,992	-	1,024,474	-
- Others	- 其他	3,822,245	30.95	2,427,725	41.56
		34,452,906		30,089,457	
Trade finance	貿易融資	3,833,545	10.89	4,177,851	11.33
Gross advances for use outside Hong Kong	在香港以外使用的貸款總額	4,283,867	8.71	6,100,451	5.19
Gross advances to customers	客戶貸款總額	42,570,318	56.27	40,367,759	54.79

(D) Further analysis on advances to customers analysed by industry sector (continued)

Analysis of the Group's impaired advances in respect of industry sectors which account for 10% or more of gross advances to customers:

	As at 31 December 2015	於二零一五年十二月三十一日
- Property investment	- 物業投資	
- Loans for the purchase of other residential properties	- 購買其他住宅物業的貸款	
- Gross advances for use outside Hong Kong	- 在香港以外使用的貸款總額	

Overdue advances	Impaired advances	Individual impairment allowances	Collective impairment allowance	Provisions released back to the profit or loss during the year 本年度於損益賬撥回之撥備	Loans written off during the year 年內撇賬之貸款
逾期貸款	減值貸款	個別減值撥備	綜合減值撥備	撥回之撥備	之貸款
HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元
116,237	99,980	-	1	(373)	-
52,403	-	-	-	-	-
318	318	318	-	(1,324)	1,334

(D) 按行業分類的客戶貸款的進一步分析 (續)

按行業分析佔客戶貸款總額10%或以上的本集團減值貸款如下：

	As at 31 December 2014	於二零一四年十二月三十一日
- Property investment	- 物業投資	
- Loans for the purchase of other residential properties	- 購買其他住宅物業的貸款	
- Trade finance	- 貿易融資	
- Gross advances for use outside Hong Kong	- 在香港以外使用的貸款總額	

Overdue advances	Impaired advances	Individual impairment allowances	Collective impairment allowance	Provisions released back to the profit or loss during the year 本年度於損益賬撥回之撥備	Loans written off during the year 年內撇賬之貸款
逾期貸款	減值貸款	個別減值撥備	綜合減值撥備	撥回之撥備	之貸款
HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元	HK\$'000 千港元
6,057	-	-	374	(783)	-
12,626	-	-	-	(1)	-
707	707	200	1,039	(10,794)	-
2,898	2,898	2,898	50	(1,755)	2,759

(E) Overdue and rescheduled assets**(i) Overdue advances to customers****(E) 逾期及經重組資產****(i) 逾期客戶貸款**

		2015 二零一五年		2014 二零一四年	
		HK\$'000	% of gross advances	HK\$'000	% of gross advances
		千港元	佔貸款總額 之百分比	千港元	佔貸款總額 之百分比
Gross advances to customers which have been overdue with respect to either principal or interest for periods of:	客戶貸款總額之本金或利息有逾期：				
- 6 months or less but over 3 months	- 六個月或以下惟三個月以上	13,290	0.03	1,795	0.00
- 1 year or less but over 6 months	- 一年或以下惟六個月以上	-	-	7,469	0.02
- Over 1 year	- 超過一年	539	0.00	3,661	0.01
		13,829	0.03	12,925	0.03
Covered portion of overdue loans and advances	逾期借款及貸款的有抵押部分	594		7,962	
Uncovered portion of overdue loans and advances	逾期借款及貸款的無抵押部分	13,235		4,963	
		13,829		12,925	
Individually assessed impairment allowances in respect of advances overdue for more than three months	就逾期超過三個月之貸款所作之個別評估減值撥備	10,734		4,092	

Loans and advances with a specific repayment date are classified as overdue when the principal or interest is overdue and remains unpaid at the year-end. Loans repayable by regular instalments are treated as overdue when an instalment payment is overdue and remains unpaid at year end. Loans repayable on demand are classified as overdue either when a demand for repayment has been served on the borrower but repayment has not been made in accordance with the demand notice, and/or when the loans have remained continuously outside the approved limit advised to the borrower for more than the overdue period in question.

有指定還款期的借款及貸款在其本金或利息逾期並於年末仍未支付時被分類為已逾期。分期付款償還的貸款在部分分期貸款已逾期且於年末仍未支付時被視為已逾期。按要求償還的貸款在借款人收到償還要求但並無根據要求通知還款及/或在貸款已持續超出已知會借款人的獲批准的限額，而超出已知會借款人所核准限額的時間比貸款逾期的時間更長時分類為已逾期。

(E) Overdue and rescheduled assets (continued)

(ii) Rescheduled advances to customers

Rescheduled loans and advances are those loans and advances which have been restructured or renegotiated because of deterioration in the financial position of the borrower, or of the inability of the borrower to meet the original repayment schedule and for which the revised repayment terms are non-commercial to the Group. Rescheduled loans and advances to customers are stated net of any loans and advances that have subsequently become overdue for over 3 months and can be analysed as follows:

		2015 二零一五年		2014 二零一四年	
		HK\$'000	% of gross advances 佔貸款總額 之百分比	HK\$'000	% of gross advances 佔貸款總額 之百分比
		千港元		千港元	
Rescheduled advances to customers	重定還款期的客戶貸款	6,599	0.02	3,806	0.01

(iii) Geographical analysis of overdue loans and advances to customers

		As at 31 December 2015 於二零一五年十二月三十一日			
		Gross loans and advances	Overdue loans and advances	Impaired loans (individually determined) 減值貸款 (個別釐定)	Individually assessed impairment allowances 個別評估減值撥備
		HK\$'000	HK\$'000	HK\$'000	HK\$'000
		千港元	千港元	千港元	千港元
Hong Kong	香港	39,510,018	13,531	221,810	34,172
Other	其他地區	3,060,300	298	298	298
		42,570,318	13,829	222,108	34,470

(E) 逾期及經重組資產 (續)
(ii) 重定還款期的客戶貸款

重定還款期的借款及貸款是指由於借款人財政狀況轉壞或無法按原定還款期還款，而被重定還款期的或重新議定的借款及貸款，而經修訂的還款計劃對於本集團屬非商業條款。重定還款期的客戶借款及貸款乃扣除已隨後逾期超過三個月的任何借款及貸款列賬，並可分析如下：

(iii) 按地區分析的已逾期客戶借款及貸款

(E) Overdue and rescheduled assets (continued)**(iii) Geographical analysis of overdue loans and advances to customers** (continued)

		Gross loans and advances 借款及 貸款總額 HK\$'000 千港元
Hong Kong	香港	38,405,116
Other	其他地區	1,962,643
		40,367,759

The above geographical analysis is classified by the location of the borrowers after taking into account the transfer of risk. In general, risk transfer applies when a loan is guaranteed by a party situated in an area different from the counterparty.

The collective impairment allowance is not allocated to any geographical segment as at 31 December 2015 and 2014.

(F) International claims

The Group's country risk exposures in the tables below are prepared in according to the location and types of the counterparties as defined by the HKMA under the BDR. International claims are on-balance sheet exposures to counterparties based on the location of the counterparties after taking into account the transfer of risk, and represent the sum of cross-border claims in all currencies and local claims in foreign currencies.

(E) 逾期及經重組資產 (續)**(ii) 重定還款期的客戶貸款** (續)

As at 31 December 2014 於二零一四年十二月三十一日			
	Overdue loans and advances 已逾期 借款及貸款 HK\$'000 千港元	Impaired loans (individually determined) 減值貸款 (個別釐定) HK\$'000 千港元	Individually assessed impairment allowances 個別評估 減值撥備 HK\$'000 千港元
Hong Kong	38,405,116	12,627	4,928
Other	1,962,643	298	298
	40,367,759	12,925	5,226

以上地區分析按借款人所在地，經計及風險轉移後而劃定。一般而言，若貸款的擔保人所處地區與交易對手不同，則風險轉移至擔保人的所在地區。

於二零一五年及二零一四年十二月三十一日，概無綜合減值撥備分派予任何地區分部。

(F) 國際債權

下表為本集團對國家的風險分析，乃按照金管局根據《銀行業(披露)規則》所界定的對手方所在地及類別分類。國際債權為對手方在資產負債表內風險承擔，按對手方的所在地作出分類，並已計及風險轉移因素後，其總和包括所有貨幣之跨國債權及本地之外幣債權。

(F) International claims (continued)

International claims attributable to individual countries or areas not less than 10% of the Group's total international claims, after recognised risk transfer, are shown as follows:

Figures in HK\$ million	百萬港元
Counterparty country/jurisdiction	對手方國家／司法權區
Developed countries	已發展國家
Offshore centres	離岸中心
– of which: Hong Kong	– 其中：香港
Developing Asia and Pacific	已發展亞洲及太平洋地區
– of which: China	– 其中：中國
Taiwan	台灣

(F) 國際債權 (續)

個別國家或地區分部並已計及已確認風險轉移後佔本集團國際債權總額不少於10%之國際債權載列如下：

As at 31 December 2015					
於二零一五年十二月三十一日					
	Banks	Official sector	Non-bank financial institution	Non-Financial Private Sector	Total
	銀行	官方機構	非銀行金融機構	非金融私人機構	總額
Developed countries	13,454	2	111	35	13,602
Offshore centres	1,525	–	1,713	7,769	11,007
– of which: Hong Kong	903	–	1,713	6,752	9,368
Developing Asia and Pacific	16,183	348	1,153	4,863	22,547
– of which: China	8,473	348	1,153	4,299	14,273
Taiwan	6,239	–	–	161	6,400

Figures in HK\$ million	百萬港元
Counterparty country/jurisdiction	對手方國家／司法權區
Developed countries	已發展國家
Offshores centres	離岸中心
– of which: Hong Kong	– 其中：香港
Developing Asia and Pacific	已發展亞洲及太平洋地區
– of which: China	– 其中：中國

As at 31 December 2014					
於二零一四年十二月三十一日					
	Banks	Official sector	Non-bank financial institution	Non-Financial Private Sector	Total
	銀行	官方機構	非銀行金融機構	非金融私人機構	總額
Developed countries	11,302	2	82	126	11,512
Offshores centres	1,426	–	619	9,207	11,252
– of which: Hong Kong	990	–	619	8,369	9,978
Developing Asia and Pacific	15,434	287	670	3,987	20,378
– of which: China	11,036	287	670	3,453	15,446

(G) Non-bank Mainland China exposures

The analysis of non-bank Mainland exposures includes the exposure of the Bank and Fubon Credit (Hong Kong) Limited on the basis agreed with the HKMA.

Central government, central government-owned entities and their subsidiaries and joint ventures (JVs)	中央政府、中央政府擁有之實體及其附屬公司及合營公司
Local governments, local government-owned entities and their subsidiaries and JVs	地方政府、地方政府擁有之實體及其附屬公司及合營公司
Companies incorporated in and PRC nationals residing in Mainland China	於中國內地註冊成立之公司及居住於中國內地之中國公民
Companies incorporated outside and PRC nationals residing outside Mainland China where the credit is granted for use in Mainland China	於授出之信貸用於中國內地之中國內地以外地區註冊成立之公司及居住於有關地區之中國公民
Other counterparties where the exposures are considered by the Bank to be non-bank Mainland China exposures	本行認為其風險為中國內地非銀行業之風險之其他交易對手
Total	總額
Total assets after provision	資產總值(扣除撥備)
On-balance sheet exposures as percentage of total assets	資產負債表內之風險佔資產總值之百分比

(G) 中國內地非銀行業之風險

中國內地非銀行業之風險按金管局協議包括本行及富邦財務(香港)有限公司風險的分析。

2015 二零一五年		
On-balance sheet exposure 資產負債表內之風險 HK\$'000 千港元	Off-balance sheet exposures 資產負債表外之風險 HK\$'000 千港元	Total 總額 HK\$'000 千港元
5,024,226	500	5,024,726
1,540,736	115,223	1,655,959
1,599,835	243,660	1,843,495
2,217,752	154,850	2,372,602
-	-	-
10,382,549	514,233	10,896,782
90,331,439		
11.49%		

Central government, central government-owned entities and their subsidiaries and joint ventures (JVs)	中央政府、中央政府擁有之實體及其附屬公司及合營公司
Local governments, local government-owned entities and their subsidiaries and JVs	地方政府、地方政府擁有之實體及其附屬公司及合營公司
Companies incorporated in and PRC nationals residing in Mainland China	於中國內地註冊成立之公司及居住於中國內地之中國公民
Companies incorporated outside and PRC nationals residing outside Mainland China where the credit is granted for use in Mainland China	於授出之信貸用於中國內地之中國內地以外地區註冊成立之公司及居住於有關地區之中國公民
Other counterparties where the exposures to whom are considered by the Bank to be non-bank Mainland China exposures	本行認為其風險為中國內地非銀行業之風險之其他交易對手
Total	總額
Total assets after provision	資產總值(扣除撥備)
On-balance sheet exposures as percentage of total assets	資產負債表內之風險佔資產總值之百分比

2014 二零一四年		
On-balance sheet exposure 資產負債表內之風險 HK\$'000 千港元	Off-balance sheet exposures 資產負債表外之風險 HK\$'000 千港元	Total 總額 HK\$'000 千港元
5,371,139	148,123	5,519,262
2,273,897	-	2,273,897
1,186,854	-	1,186,854
3,083,406	466,511	3,549,917
-	-	-
11,915,296	614,634	12,529,930
83,121,873		
14.33%		

(H) Currency concentration

The Bank's net positions or net structural positions in foreign currencies are disclosed as follows when each currency constitutes 10% or more of the respective total net position or total net structural position in all foreign currencies:

(H) 外幣持盤量

本行個別外幣的淨持有額或淨結構性倉盤若佔所持有外匯淨盤總額或結構性倉盤總淨額的10%或以上，披露如下：

		As at 31 December 2015 於二零一五年十二月三十一日			
Equivalent in HK\$ Million	百萬港元等值	US dollars 美元	Chinese renminbi 人民幣	Other foreign currencies 其他外幣	Total foreign currencies 外幣總額
Spot assets	現貨資產	29,617	3,833	9,760	43,210
Spot liabilities	現貨負債	(20,660)	(3,730)	(9,414)	(33,804)
Forward purchase	遠期買入	11,280	4,529	2,698	18,507
Forward sales	遠期賣出	(20,091)	(4,598)	(3,054)	(27,743)
Net option position	遠期賣出	-	-	-	-
Net long/(short) position	長/(短)盤淨額	146	34	(10)	170
Net structural position	結構性倉盤淨額	-	1,399	-	1,399

		As at 31 December 2014 於二零一四年十二月三十一日			
Equivalent in HK\$ Million	百萬港元等值	US dollars 美元	Chinese renminbi 人民幣	Other foreign currencies 其他外幣	Total foreign currencies 外幣總額
Spot assets	現貨資產	26,670	5,584	7,301	39,555
Spot liabilities	現貨負債	(23,062)	(4,302)	(6,958)	(34,322)
Forward purchase	遠期買入	9,811	4,682	3,498	17,991
Forward sales	遠期賣出	(13,526)	(5,681)	(3,845)	(23,052)
Net option position	遠期賣出	-	-	-	-
Net (short)/long position	長/(短)盤淨額	(107)	283	(4)	172
Net structural position	結構性倉盤淨額	-	907	-	907

The net option position is calculated on the basis of the delta-weighted position of option contracts. Net structural position represents the Bank's investments in an overseas associate.

期權倉盤淨額乃根據期權合約的「得爾塔加權持倉」為基準計算。結構性倉盤淨額包括本行於海外聯營公司的投資。

(I) Capital charge for credit, market and operational risks**(i) Capital requirement for credit risk**

The capital requirements on each class of exposures calculated under the Standardised (Credit Risk) Approach and Standardised Credit Valuation Adjustment Method at the end of the reporting period can be analysed as follows:

		2015 二零一五年 HK\$'000 千港元	2014 二零一四年 HK\$'000 千港元
Classes of exposures	風險類型		
Public sector entities	公營機構	11,798	12,393
Banks	銀行	800,236	797,691
Securities firms	證券公司	13,755	45,228
Corporate	企業	1,986,880	1,816,296
Collective investment schemes	集體投資計劃	15,460	17,060
Cash items	現金項目	16,914	7,880
Regulatory retail	監管零售	325,409	260,131
Residential mortgage loans	住宅按揭貸款	378,958	365,578
Other exposure which are not past due	並未逾期之其他風險	515,175	498,546
Past due	逾期	18,043	543
Total capital requirements for on-balance sheet exposures	資產負債表內之風險之資本需求總額	4,082,628	3,821,346
Direct credit substitutes	直接信貸替代品	5,205	5,703
Transaction-related contingencies	與交易有關之或然項目	1,114	1,511
Trade-related contingencies	與貿易有關之或然項目	4,376	5,108
Other commitments	其他承擔	70,698	68,431
Exchange rate contracts	匯率合約	58,245	43,068
Interest rate contracts	利率合約	7,534	7,989
Equity contracts	股票合約	-	-
Securities financing transactions	證券融資交易	41,450	32,603
Total capital requirements for off-balance sheet exposures	資產負債表外之風險之資本需求總額	188,622	164,413
Total capital requirements for credit valuation adjustment	信貸評估調整之資本需求總額	12,088	12,113
Total capital requirement for credit risk	信貸風險之資本需求總額	4,283,338	3,997,872

The disclosure is made by multiplying the Group's risk-weighted amount derived from the relevant calculation approach by 8%, and therefore does not represent the actual amount of capital held.

(II) 信貸、市場及營運風險的資本需求**(i) 信貸風險的資本需求**

於報告期末，根據標準（信貸風險）方法及標準信貸評估調整方法計算的各類型風險的資本需求分析如下：

	2015 二零一五年 HK\$'000 千港元	2014 二零一四年 HK\$'000 千港元
Public sector entities	11,798	12,393
Banks	800,236	797,691
Securities firms	13,755	45,228
Corporate	1,986,880	1,816,296
Collective investment schemes	15,460	17,060
Cash items	16,914	7,880
Regulatory retail	325,409	260,131
Residential mortgage loans	378,958	365,578
Other exposure which are not past due	515,175	498,546
Past due	18,043	543
Total capital requirements for on-balance sheet exposures	4,082,628	3,821,346
Direct credit substitutes	5,205	5,703
Transaction-related contingencies	1,114	1,511
Trade-related contingencies	4,376	5,108
Other commitments	70,698	68,431
Exchange rate contracts	58,245	43,068
Interest rate contracts	7,534	7,989
Equity contracts	-	-
Securities financing transactions	41,450	32,603
Total capital requirements for off-balance sheet exposures	188,622	164,413
Total capital requirements for credit valuation adjustment	12,088	12,113
Total capital requirement for credit risk	4,283,338	3,997,872

有關披露是以相關計算方法得出的本集團風險加權金額乘以8%而得出，所以並不代表持有資本之實際金額。

(I) Capital charge for credit, market and operational risks
(continued)

(ii) Capital requirement for market risk

The Bank uses the Standardised (Market Risk) Approach for calculation of capital requirement for market risk. Positions covered by the approach include:

- the Bank's positions held in foreign exchange, exchange rate-related derivative contracts, commodities and commodity-related derivative contracts; and
- the Bank's trading book positions held in debt securities, debt-related derivative contracts, interest rate derivative contracts, equities and equity-related derivative contracts.

The capital requirement at the end of the reporting period can be analysed as follows:

Exchange rate exposures	匯率風險
Interest rate exposures	利率風險
Total capital requirement for market risk	市場風險之資本需求總額

The disclosure is made by multiplying the Group's risk-weighted amount derived from the relevant calculation approach by 8%, and therefore does not represent the actual amount of capital held.

(iii) Capital requirement for operational risk

The capital charge for operational risk calculated in accordance with the basic indicator approach at the end of the reporting period is:

Capital charge for operational risk	營運風險之資本需求
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The disclosure is made by multiplying the Group's risk-weighted amount derived from the relevant calculation approach by 8%, and therefore does not represent the actual amount of capital held.

(I) 信貸、市場及營運風險的資本需求 (續)

(ii) 市場風險的資本需求

本行使用標準(市場風險)方法計算市場風險之資本需求。該方法所涵蓋的持倉包括：

- 本行於外匯、與匯率相關的衍生工具合約、商品及與商品相關的衍生工具合約的持倉；及
- 本行於債務證券、與債務相關的衍生工具合約、利率衍生工具合約、股本及與股本相關的衍生工具合約的交易賬面持倉。

報告期末之資本需求分析如下：

	2015 二零一五年 HK\$'000 千港元	2014 二零一四年 HK\$'000 千港元
Exchange rate exposures	2,798	22,760
Interest rate exposures	1,663	6,236
Total capital requirement for market risk	4,461	28,996

有關披露是以相關計算方法得出的本集團風險加權金額乘以8%而得出，所以並不代表持有資本之實際金額。

(iii) 營運風險之資本需求

於報告期末，按照基本指標方法計算之營運風險之資本需求：

	2015 二零一五年 HK\$'000 千港元	2014 二零一四年 HK\$'000 千港元
Capital charge for operational risk	202,581	173,797

有關披露是以相關計算方法得出的本集團風險加權金額乘以8%而得出，所以並不代表持有資本之實際金額。

(J) Additional disclosures on credit risk management
(i) Credit risk exposures

Credit ratings from Standard & Poor's Rating Services and Moody's Investors Services are used for all classes of credit exposures mentioned below. The Bank follows the process prescribed in Part 4 of the Capital Rules to map the ratings to the exposures booked in the Bank's banking book.

(J) 信貸風險管理之額外披露
(i) 信貸風險承擔

標準普爾評級服務公司及穆迪投資者服務公司發出的信貸評級乃用於下文所述之各類型信貸風險。本行按照資本規則第4部分訂明的程序將評級與本行的銀行賬戶內登記的風險配對。

		2015 二零一五年					Total exposure covered by recognised guarantees or recognised credit derivative contracts	
		Exposures after recognised credit risk mitigation			Total risk-weighted amounts		Total exposure covered by recognised collateral	Total credit derivative contracts
		Total exposures	減低後之風險	Unrated	Rated	Unrated	由獲認可抵押品抵押之風險總額	由獲認可信貸衍生工具合約擔保之風險總額
		風險總額	已評級	未評級	已評級	未評級	風險總額	風險總額
		HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000
The Group	本集團	千港元	千港元	千港元	千港元	千港元	千港元	千港元
On-balance sheet	資產負債表內							
Sovereigns	主權國	2,550,548	2,952,455	-	-	-	-	-
Public sector entities	公營機構	640,594	640,594	96,760	128,119	19,352	147,471	-
Multilateral development banks	多邊發展銀行	263,126	263,126	-	-	-	-	-
Banks	銀行	27,852,923	27,451,016	1,908,895	9,141,503	861,444	10,002,947	401,907
Securities firms	證券公司	343,878	243,738	100,140	121,869	50,070	171,839	-
Corporates	企業	29,953,499	6,876,388	20,876,349	4,186,292	20,649,703	24,835,995	2,258,682
Collective investment schemes	集體投資計劃	193,248	-	193,248	-	193,248	193,248	-
Cash items	現金項目	147,015	-	662,952	-	211,429	211,429	-
Regulatory retail exposures	監管零售風險	5,455,127	-	5,423,485	-	4,067,614	4,067,614	23,945
Residential mortgage loans	住宅按揭貸款	12,546,332	-	12,352,119	-	4,736,981	4,736,981	9,039
Other exposure which are not past due	並未逾期之其他風險	5,495,610	680,421	4,720,214	1,701,053	4,738,629	6,439,682	94,975
Past due exposures	逾期風險	191,563	-	191,563	-	225,543	225,543	100,574
		85,633,463	39,107,738	46,525,725	15,278,836	35,754,013	51,032,849	623,906
Off-balance sheet	資產負債表外							
Off-balance sheet exposure other than OTC derivative transactions or credit derivative contracts	場外衍生工具交易或信貸衍生工具合約以外之資產負債表外之風險	1,020,199	-	1,020,199	-	1,017,412	1,017,412	-
Derivative contracts	衍生工具合約	1,066,781	304,302	707,076	115,153	707,076	822,229	55,403
Other off-balance sheet exposures not elsewhere specified	其他地方未指明之資產負債表外風險	9,651,480	345,868	704,723	95,461	422,668	518,129	8,600,888
		11,738,460	650,170	2,431,998	210,614	2,147,156	2,357,770	8,656,291
Exposures deducted from capital base	自資本基礎扣除之風險	-	-	-	-	-	-	-

There were HK\$12,922,000 credit exposures risk weighted at 1250% as at 31 December 2015 (2014: Nil).

於二零一五年十二月三十一日，共有12,922,000港元之信貸風險按1250%加權計算。(二零一四年：無)

(J) Additional disclosures on credit risk management (continued)
(J) 信貸風險管理之額外披露 (續)
(i) Credit risk exposures (continued)
(i) 信貸風險承擔 (續)

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		Total exposures	Exposures after recognised credit risk mitigation		Risk-weighted amounts		Total risk-weighted amounts	Total exposure covered by recognised guarantees or recognised credit derivative contracts	Total exposure covered by recognised collateral	Total exposure covered by recognised guarantees or recognised credit derivative contracts
			Exposures after recognised credit risk mitigation	減低後之風險	Rated	Unrated				
		HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000	HK\$'000
		千港元	千港元	千港元	千港元	千港元	千港元	千港元	千港元	千港元
The Group	本集團									
On-balance sheet	資產負債表內									
Sovereigns	主權國	2,153,580	2,276,245	157	-	-	-	-	-	-
Public sector entities	公營機構	674,265	674,939	99,625	134,988	19,925	154,913	-	-	-
Multilateral development banks	多邊發展銀行	182,425	182,425	-	-	-	-	-	-	-
Banks	銀行	24,394,953	24,282,783	2,598,583	8,764,907	1,206,230	9,971,137	-	122,712	-
Securities firms	證券公司	1,130,696	410,215	720,481	205,108	360,240	565,348	-	-	-
Corporates	企業	28,595,858	5,990,161	19,508,645	3,454,064	19,249,634	22,703,698	576,610	3,041,360	-
Collective investment schemes	集體投資計劃	213,246	-	213,246	-	213,246	213,246	-	-	-
Cash items	現金項目	206,059	-	915,726	-	98,495	98,495	-	-	-
Regulatory retail exposures	監管零售風險	4,369,848	-	4,335,520	-	3,251,640	3,251,640	18,664	15,664	-
Residential mortgage loans	住宅按揭貸款	11,972,480	-	11,805,349	-	4,569,731	4,569,731	7,830	159,301	-
Other exposure which are not past due	並無逾期之其他風險	5,348,007	638,872	4,588,398	1,597,180	4,634,642	6,231,822	120,737	-	-
Past due exposures	逾期風險	4,851	-	4,851	-	6,791	6,791	-	-	324
		79,246,268	34,455,640	44,790,581	14,156,247	33,610,574	47,766,821	723,841	3,339,361	-
Off-balance sheet	資產負債表外									
Off-balance sheet exposure other than OTC derivative transactions or credit derivative contracts	場外衍生工具交易或信貸衍生工具合約以外之資產負債表外之風險									
Derivative contracts	衍生工具合約	1,013,284	7,749	1,005,535	3,875	1,005,535	1,009,410	-	-	-
Other off-balance sheet exposures not elsewhere specified	其他地方未指明之資產負債表外風險	893,632	379,072	485,087	153,125	485,087	638,212	29,473	-	-
		8,517,480	312,892	577,825	62,578	344,962	407,540	7,626,763	-	-
		10,424,396	699,713	2,068,447	219,578	1,835,584	2,055,162	7,656,236	-	-
Exposures deducted from capital base	自資本基礎扣除之風險	-	-	-	-	-	-	-	-	-

(J) Additional disclosures on credit risk management (continued)**(ii) Counterparty credit risk-related exposures for derivatives**

Credit risk for derivatives is the positive replacement cost together with an estimate for the potential future exposure from changes in market value. These credit exposures are managed as part of the overall credit limits to the counterparties. The Bank uses the current exposure method for the purpose of providing capital for such counterparty exposures.

Wrong way risk occurs when the credit exposure to a counterparty is adversely correlated with the credit quality of that counterparty and any market risk factors impacting the transaction. Credit exposures and potential losses may increase as a result of adverse change in market conditions. The Bank has various policies and procedures to control wrong-way risk, and undertaking of wrong way risk transaction would require prior approval.

Under the terms of our current collateral obligations under derivative contracts, we estimate based on the positions as at 31 December 2015 and 31 December 2014 that the Bank would be required to post additional collateral of HK\$56.0 million and HK\$25.7 million, respectively, in the event of one notch downgrade in the Bank's credit ratings.

The following tables summaries the Group's main default risk exposures which arise from securities financing transactions and derivative contracts, which are calculated using the current exposure method.

(J) 信貸風險管理之額外披露 (續)**(ii) 衍生工具交易對手信貸風險相關之風險**

衍生工具之信貸風險為正重置成本連同以其市值變動之未來潛在風險之估計。該等信貸風險作為交易對手整體信貸限額的一部分進行管理。本行以即期風險法為該等交易對手風險作出資本撥備。

當交易對手遭受的信貸風險與持有抵押品及任何影響交易的市場風險因素相互產生不利影響時將產生時將產生錯向風險。信貸風險及潛在虧損可能因市況不利變動增加。本行擁有各種政策及程序以控制錯向風險，以及從事錯向風險交易須獲事先批准。

根據衍生工具合約項下即期抵押義務之條款，倘本行信貸等級下調一級，我們基於二零一五年十二月三十一日及二零一四年十二月三十一日的狀況估計，本行須分別提供額外抵押品56,000,000港元及25,700,000港元。

下表概述本集團於證券融資交易及衍生工具合約中產生的主要違約風險，均使用即期風險法計算。

(J) Additional disclosures on credit risk management (continued)
(ii) Counterparty credit risk-related exposures for derivatives (continued)

- (1) The analysis of the major classes of exposures by counterparty type is as follows:

(J) 信貸風險管理之額外披露 (續)
(ii) 衍生工具交易對手信貸風險相關之風險 (續)

- (1) 按交易對手類別分析之主要風險類別分析如下：

		2015 二零一五年		2014 二零一四年	
		Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元	Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元
Notional amounts:	名義金額：				
Banks	銀行	8,946,757	33,755,645	7,939,655	29,964,403
Corporates	企業	635,360	13,930,036	434,800	18,965,715
Others	其他	69,363	3,165,966	143,025	2,234,572
		9,651,480	50,851,647	8,517,480	51,164,690
Default risk exposures:	違約風險：				
Banks	銀行	345,868	309,545	312,892	379,072
Corporates	企業	635,360	701,778	434,800	484,269
Others	其他	69,363	55	143,025	818
		1,050,591	1,011,378	890,717	864,159
Risk-weighted amounts:	風險加權金額：				
Banks	銀行	95,461	120,396	62,578	153,125
Corporates	企業	367,296	701,778	217,400	484,269
Others	其他	55,372	55	127,562	818
		518,129	822,229	407,540	638,212

(J) Additional disclosures on credit risk management (continued)
(ii) Counterparty credit risk-related exposures for derivatives (continued)

(2) The analysis of counterparty credit risk exposures is as follows:

		2015 二零一五年		2014 二零一四年	
		Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元	Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元
Gross total positive fair value which are not securities financing transaction	非證券融資交易正公平價值總額	-	583,786	-	312,058
Default risk exposures net of bilateral agreements	扣除雙邊協議之違約風險	9,651,480	1,066,781	8,517,480	893,632
Default risk exposures net of cross-product agreements	扣除跨產品協議之違約風險	9,651,480	1,066,781	8,517,480	893,632
Recognised collateral held:	持有的獲認可抵押品：				
Debt securities	債務證券	8,600,888	-	7,626,763	-
Cash on deposit with the Bank	存放於本行的現金存款	-	16,566,560	-	14,794,537
Equity securities	股本證券	-	3,059	-	8,974
		8,600,888	16,569,619	7,626,763	14,803,511
Default risk exposures net of recognised collateral held	扣除持有的獲認可抵押品之違約風險	1,050,591	1,011,378	890,717	864,159
Risk-weighted amounts:	風險加權金額：	518,129	822,229	407,540	638,212

There were no outstanding credit derivative contracts as at 31 December 2015 (2014: HK\$ Nil).

(J) 信貸風險管理之額外披露 (續)
(ii) 衍生工具交易對手信貸風險相關之風險 (續)

(2) 交易對手信貸風險分析如下：

		2015 二零一五年		2014 二零一四年	
		Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元	Securities financing transactions 證券融資交易 HK\$'000 千港元	Derivative contracts 衍生工具合約 HK\$'000 千港元
Gross total positive fair value which are not securities financing transaction	非證券融資交易正公平價值總額	-	583,786	-	312,058
Default risk exposures net of bilateral agreements	扣除雙邊協議之違約風險	9,651,480	1,066,781	8,517,480	893,632
Default risk exposures net of cross-product agreements	扣除跨產品協議之違約風險	9,651,480	1,066,781	8,517,480	893,632
Recognised collateral held:	持有的獲認可抵押品：				
Debt securities	債務證券	8,600,888	-	7,626,763	-
Cash on deposit with the Bank	存放於本行的現金存款	-	16,566,560	-	14,794,537
Equity securities	股本證券	-	3,059	-	8,974
		8,600,888	16,569,619	7,626,763	14,803,511
Default risk exposures net of recognised collateral held	扣除持有的獲認可抵押品之違約風險	1,050,591	1,011,378	890,717	864,159
Risk-weighted amounts:	風險加權金額：	518,129	822,229	407,540	638,212

於二零一五年十二月三十一日(二零一四年：零港元)，並無信貸衍生工具合約。

(K) Additional disclosures on equity exposures in banking book

Equity holdings taken by the Group are differentiated between those taken for strategic reasons and those for long term investment for capital gains. Equity holdings taken for strategic reasons include the Group's investment in companies providing financial services which nourish the spectrum of the Bank's banking services. These include provident fund services provision, electronic payment services provision, and e-banking infrastructure and platform provision. All these investments are classified as "available-for-sale financial assets" and measured at fair value as described in Notes 2(g) and 42(a).

(K) 銀行賬戶內之股票風險之額外披露

本集團持有之股權有別於以策略原因及以長期投資以獲取資本收益而持有之股權。以策略原因持有之股權包括本集團於提供金融服務之公司之投資，這可壯大本行之銀行服務範圍。該等服務包括提供公積金服務、電子付款服務及電子銀行基礎設施及平臺。所有該等投資乃分類為「可供出售金融資產」及按公平價值計量（如附註2(g)及42(a)所述）。

		2015 二零一五年 HK\$'000 千港元	2014 二零一四年 HK\$'000 千港元
In respect of long term investments:	關於長期投資：		
Cumulative realised gains/losses from sales and liquidations	來自於出售及清盤之累積變現收益／虧損	-	-
Unrealised gains/losses - Amount recognised in reserve but not through profit or loss	未變現收益／虧損 - 於儲備內確認但未透過損益賬之金額	-	-

(L) Additional disclosures on risk management on interest rate exposures in banking book

In accordance with the prudential return "Interest Rate Risk Exposures" issued by the HKMA, the Bank calculates, on a quarterly basis, the impact on earnings over the next 12 months under a scenario of which all interest rates other than prime rises 200 basis points.

As at 31 December 2015, the 200 basis points interest rate rise would increase earnings over the next 12 months on the HKD interest risk positions by HK\$109 million (2014: HK\$125 million) and decrease earnings over the next 12 months on the USD interest risk positions by HK\$95 million (2014: HK\$69 million).

(L) 銀行賬戶內之利率風險管理之額外披露

按照香港金融管理局發出的申報表「利率風險承擔」，本行按季度基準根據除最優惠利率外的全部利率上升200個基點之情況計算對未來十二個月之盈利之影響。

於二零一五年十二月三十一日，利率上升200個基點將使未來十二個月港元利率風險持倉之盈利增加109,000,000港元（二零一四年：125,000,000港元）及使未來十二個月美元利率風險持倉之盈利減少95,000,000港元（二零一四年：69,000,000港元）。

(M) Corporate governance

The Bank is committed to high standards of corporate governance, and has fully complied throughout the year with the guidelines on "Corporate Governance of Locally Incorporated Authorised Institutions" and "Guideline on a Sound Remuneration System" issued by the HKMA.

(M) 企業管治

本行致力實行高水平企業管治，並於本年度一直遵守金管局頒佈之「本地註冊認可機構的企業管治指引」及「穩健的薪酬制度指引」。

(N) Key committees

The Board of Directors (the “Board”) has established five Board committees to assist it in carrying out its responsibilities comprising the Audit Committee, Nomination and Remuneration Committee, Risk Committee, Executive Credit Committee and Executive Committee. In addition, a number of management level committees have been set up by the Board to oversee the effectiveness of the Bank’s daily operations including, the Management Steering/Business Committee, Asset and Liability Committee, Internal Control and Compliance Committee, Credit Committee and Information Technology Steering Committee. The composition and function of these committees are set out below:

(i) Audit Committee

The Audit Committee comprises three members including one Non-Executive Director and two Independent Non-Executive Directors. The Audit Committee is chaired by an Independent Non-Executive Director who has appropriate accounting professional qualifications. The committee meets at least four times a year and additionally when deemed necessary.

The Audit Committee is required to ensure that there is adequate supervision of the Bank’s financial reporting processes, systems of internal control, and that the internal audit function is effective and backed by adequate resources and has appropriate standing within the Bank. It is also required to ensure that there is coordination between the internal and external auditors, to monitor compliance with internal policies, statutory regulation, and to consider recommendations made by the internal and external auditors.

The Audit Committee has to review the Bank’s financial reporting process, the systems of internal control, the internal audit function and the risk management process. In particular, the review undertaken by the Audit Committee on the internal audit function includes the Internal Audit Charter and its approval, the annual audit plan, internal audit reports and special investigation reports issued, and ensuring that appropriate management actions are taken following the major audit findings.

The Audit Committee also has to review the appointment of external auditors and to discuss with them the nature and scope of their audits. The Audit Committee will also review the interim and annual financial statements before recommending them to the Board for approval.

(N) 主要委員會

董事會已成立五個董事委員會以協助董事會行使其職責，該等委員會包括審核委員會、提名及薪酬委員會、風險委員會、執行信貸委員會及執行委員會。此外，董事會亦成立了若干管理級別委員會以監督本行日常運作之有效性，該等委員會包括管理督導／業務委員會、資產負債委員會、內部監控及合規委員會、信貸委員會及資訊科技督導委員會。該等委員會之構成及職能載列如下：

(i) 審核委員會

審核委員會由三名成員組成，包括一名非執行董事及兩名獨立非執行董事。審核委員會由擁有適當之會計專業資格之獨立非執行董事任主席。該委員會每年最少舉行四次會議，並在有需要時舉行特別會議。

審核委員會須確保對本行之財務申報程序及內部監控制度進行足夠之監管，使內部審核職能可在有效及充足資源下在本行內訂立適當地位。並確保內部及外聘核數師互相協調，以監控遵守內部政策、法規及考慮其提出之建議。

於本財政年度內，審核委員會須檢討本行之財務報告程序、內部監控系統、內部審核職能及風險管理程序。尤其是，在內部審核職能的檢討工作方面，該委員會的審核範圍包括內部審核規章及其批准、年度審核方案、已發佈之內部審核報告及特別調查報告，確保管理層對調查所發現之主要問題作出適當之補救行動。

審核委員會亦對外聘核數師之委任進行檢討，並與其就審計之性質及範圍進行討論。審核委員會亦將於向董事會建議批准中期及年度財務報告之前審閱有關報告。

(N) Key committees (continued)**(ii) Nomination and Remuneration Committee**

The Nomination and Remuneration Committee comprises the Non-Executive Chairman, Non-Executive Vice Chairman and three Independent Non-Executive Directors of the Bank. The committee meets periodically and as required and provides oversight of the management of the Bank's human resources including the appointment of directors and the Chief Executive Officer & Managing Director ("CEO"). The committee has to establish the Bank's overall human resources management framework to ensure that the Bank is in compliance with the applicable government regulations and follows the market best practice whenever possible. The committee is also responsible to ensure that Directors and the CEO appointed possess the necessary and appropriate qualifications to perform and discharge their duties.

The committee regularly reviews whether each existing Director continues to remain qualified for his post. It also reviews the structure, size and composition of the Board and makes recommendations on any proposed change to the Board.

The committee reviews and approves the remuneration of Directors, members of Board Committees and Senior Management (as defined under the Remuneration Policy of the Bank).

(iii) Risk Committee

The Risk Committee comprises five members including two Non-Executive Directors, two Independent Non-Executive Directors and one Executive Director. The committee meets at least four times a year and additionally when deemed necessary. Its mandate is to establish the Bank's overall risk appetite and risk management framework, and to oversee Senior Management's implementation of the Bank's risk policies.

The Risk Committee will review annually the Bank's risk appetite statement and risk management strategy. It will ensure that an appropriate infrastructure, adequate resources and systems are in place for risk identification, risk assessment, risk monitoring and overall risk management. It is also required to provide oversight of the Bank's risk activities and ensure it is in compliance with all relevant legal and regulatory requirements and that the best practices are adopted by the Bank wherever feasible.

The Risk Committee is required to ensure that the staff responsible for implementing risk management systems and controls perform their duties independent of those involved in the Bank's risk taking activities.

(N) 主要委員會 (續)**(ii) 提名及薪酬委員會**

提名及薪酬委員會由本行的非執行主席、非執行副主席及三名獨立非執行董事組成。該委員會按需要定期舉行會議，以及監查本行人力資源管理，包括委任董事及行政總裁兼董事總經理（「行政總裁」）。該委員會亦設立本行的整體人力資源管理框架以確保本行遵守政府相關規定及在任何可能情況下遵循市場最佳慣例。該委員會亦負責確保獲委任董事及行政總裁擁有必要及適當的資格以履行彼等的職責。

該委員會定期審查是否每位現任董事繼續符合資格擔任其職務。其亦審查董事會結構、規模及組成並向董事會推薦任何建議變動。

該委員會審閱及批准董事、董事會轄下的委員會及高級管理層成員的薪酬（定義見本行薪酬政策）。

(iii) 風險委員會

風險委員會由五名成員組成，包括兩名非執行董事、兩名獨立非執行董事及一名執行董事。該委員會每年舉行四次會議於必要時舉行額外會議。其職責為建立本行的整體風險承受能力及風險管理框架，以及監管高級管理層實施本行的風險政策。

風險委員會將每年審查本行的風險承受能力聲明及風險管理策略。其將確保針對風險識別、風險評估、風險監管及整體風險管理的適當基礎設施、充足資源及系統均就緒。其亦須監查本行的風險活動及確保遵守所有有關法律及監管規定以及本行於可行情況下採納最佳慣例。

風險委員會須確保負責實施風險管理系統及控制的員工於履行彼等的職責時獨立於涉及本行風險活動的員工。

(N) Key committees (continued)**(iv) Executive Committee**

The Executive Committee comprises the Non-Executive Chairman, Non-Executive Vice Chairman and the Executive Director of the Bank. It will exercise the powers and authority delegated by the Board from time to time concerning the management and day-to-day running of the Bank. The Executive Committee will meet periodically and as required and will operate as a general management function under the auspices of the Board.

(v) Executive Credit Committee

The Executive Credit Committee comprises the Non-Executive Chairman, Non-Executive Vice Chairman and the Executive Director of the Bank. It has the delegated authority to approve credit proposals, credit policies and other credit related matters which require the approval of the Board. The Executive Credit Committee will meet as required.

(vi) Management Steering/Business Committee

The Management Steering Committee and the Management Business Committee (together “the Committees”) are both chaired by the Bank’s CEO, and comprises senior management personnel as appointed by the CEO. The Committees are the key decision making bodies for the Bank and are responsible mainly for the running of the Bank’s day to day business under the authority delegated by the Board and within the strategy and business plan as approved by the Board. The Committees are also responsible for the formulation of the Bank’s business strategies and major bank-wide initiatives for the Board’ approval. The Committees meet weekly to evaluate and approve new business proposals, coordinate among business and support units during the implementation process, monitor the implementation of the approved business strategies and bank-wide initiatives, review the achievement of business targets and objectives and the financial performance of the Bank.

(vii) Asset and Liability Committee

The Asset and Liability Committee (“ALCO”) comprises the Bank’s CEO, Chief Financial Officer and senior management personnel as appointed by the CEO. The committee is responsible for providing oversight of the Bank’s operations relating to interest rate risk, market risk and liquidity risk (collectively known as “financial risks”) as well as capital management. The committee initiates, reviews and endorses for the Risk Committee of the Board’ approval the Bank’s policies on financial risks and capital management. It approves guidelines relating to such policies, reviews and approves all major financial risk management reports. ALCO also oversees the Bank’s investment activities by establishing investment strategies within policies laid down by the Board and reviews actual performance.

(N) 主要委員會 (續)**(iv) 執行委員會**

執行委員會由本行非執行主席、非執行副主席及行政總裁組成，將行使由董事會不時委託的有關本行管理及日常營運之權力及職權。執行委員會定期及於有需要時舉行會議，並於董事會的支持下行使一般管理職能。

(v) 執行信貸委員會

執行信貸委員會由本行非執行主席、非執行副主席及行政總裁組成。該委員會獲授權批核須獲董事會批准的信貸建議、信貸政策及其他信貸相關事項。執行信貸委員會於需要時召開會議。

(vi) 管理督導／業務委員會

管理督導委員會及管理業務委員會(統稱「該等委員會」)由本行的行政總裁任主席，由行政總裁所委任的相關高級管理人員組成。該等委員會乃本行重要的決策組織，主要在董事會授權下負責銀行的日常運作，以確保切合董事會批核的策略和業務計劃。該等委員會亦負責制定本行的業務策略及主要全行措施以供董事會批核。管理委員會至少每月舉行一次會議，評估及批准新業務計劃在業務策略的推行過程中協調業務及後勤部門的工作，監察已批准業務策略及全銀行層面措施的實施進度，檢討是否實現本行業務目標及宗旨及財務表現。

(vii) 資產負債委員會

資產負債委員會由行政總裁、財務長及行政總裁所委任的高級管理人員組成。該委員會負責監查本行有關利率風險、市場風險及流動資金風險(統稱為「財務風險」)的業務以及資本管理。該委員會啟動、審閱及批准本行財務風險及資本管理政策，以供董事會風險委員會批准。其批准有關該等政策的指引，審閱及批准所有重大財務風險管理報告。資產負債委員會亦透過在董事會規定的政策範圍內設立投資策略監查本行的投資活動以及檢討實際表現。

(N) Key committees (continued)**(viii) Internal Control and Compliance Committee**

The Internal Control and Compliance Committee (“ICC”) comprises the Bank’s CEO, Executive Vice Presidents, Head of Control & Risk Management and the heads of different control, business and support functions. The responsibilities of the committee include providing oversight of the Bank’s exposure to operational and legal risks, overseeing the Bank’s compliance and anti-money laundering (“AML”) activities, ensuring the Bank has in place an effective internal control and compliance framework, assisting the Risk Committee in establishing a sound internal control and monitoring system to ensure overall compliance within the Bank.

To ensure an effective internal control and compliance framework is in place, the ICC reviews policies and approves guidelines relating to control and compliance risks, receives and discusses reports submitted by various risk management units and promotes internal control and compliance culture. To maintain the Bank’s overall compliance standards, the ICC and its sub-committee review and discuss major compliance or AML or operational risk events, latest developments in statutory or regulatory requirements applicable to bank, progress of implementation of new statutory or regulatory compliance requirements and progress of rectification of audit findings.

(ix) Credit Committee

The Credit Committee (“CC”) meets weekly and its mandate is to provide oversight of the Bank’s credit risk management. The committee is chaired by the Bank’s CEO, and consists of senior executives of the Bank, all are members of the Management Business Committee.

The CC reviews and endorses credit policies and credit risk profile of the Bank for the Executive Credit Committee (“ECC”)’s approval, and reviews and approves credit related guidelines. The committee also reviews and approves requests for credit facilities that are within the CC’s authority as delegated by the Board, and reviews and endorses requests for credit facilities before their submission to the ECC for approval.

The CC will also conduct on-going reviews on the market environment and make necessary policy recommendations to the ECC to ensure the credit risk profile of the Bank is within the established risk appetite. In this regard, the CC will provide periodic and timely credit related management and stress testing reports to the ECC for review.

(N) 主要委員會 (續)**(viii) 內部監控及合規委員會**

內部監控及合規委員會包括本行的行政總裁、執行副總裁、監控及風險管理部主管以及各監控、業務及後勤部門主管。該委員會負責監督本行面臨之營運及法律風險，監查本行之合規事宜及反洗黑錢活動，確保本行之有效內部控制及合規架構，協助風險委員會建立良好的內部監控及監督系統，確保本行整體之合規性。

為確保推行有效的內部監控及合規架構，內部監控及合規委員會有責任審查與監控及合規風險有關的政策及指引，省覽及討論各風險管理單位提交的報告以及推動內部監控及合規文化。為了維持銀行整體合規標準，內部監控及合規委員會及其屬下委員會會審查及討論重大合規或反洗錢或操作風險事件，適用於本行之法定或監管規定之最新進展、實施遵從法定或監管規定要求及改正審計發現之進展進行。

(ix) 信貸委員會

信貸委員會每周會晤且其授權為監查本行的信貸風險管理。該委員會由本行行政總裁任主席，由本行高級行政人員組成，且均為管理業務委員會的成員。

信貸委員會審閱及批准本行信貸政策及信貸風險狀況，以供執行信貸委員會批准，以及審閱及批准信貸相關指引。該委員會亦在董事會授予信貸委員會的授權內審閱及批准信貸融資要求，及審閱及提交執行信貸委員會以供批准。

信貸委員會亦將對市場環境進行持續檢討，並向執行信貸委員會作出必要的政策建議，以確保本行的信貸風險狀況在設定的風險取向範圍內。就此而言，信貸委員會將定期及適時地向執行信貸委員會提供信貸相關管理及壓力測試報告以供審閱。

(N) Key committees (continued)**(x) Information Technology Steering Committee**

The Information Technology Steering Committee is chaired by the Bank's CEO, and comprises senior management personnel as appointed by the CEO. The committee is responsible for providing oversight of the Bank's key information technology governance objectives. The committee meets monthly to approve long and short term information technology strategies to ensure they are in line with the Bank's business strategy and priorities; approve funding and determine prioritization of information technology enabled investment projects; track status of key projects and ensure benefits realization upon completion; and manage major information technology risk issues and their remediation.

(O) Disclosure on remuneration**General**

The Bank's remuneration system is applicable to all staff of the Bank and its subsidiaries and documented in the Bank's Remuneration Policy and related guidelines. The Nomination and Remuneration Committee (NRC), whose composition and mandate is set out in note N(ii) above, is responsible for overseeing remuneration system of the Bank. During the financial year, two meetings were held by the NRC and it reviewed and approved, inter alia, the Bank's Remuneration Policy. To better comply with the requirements of the HKMA's guideline CG-5, the Bank redefined Key Personnel as members of staff whose duties or activities in the course of their employment involve the assumption of material risk or the taking on of material exposures on behalf of the Bank. The Bank also revised its policy for deferral of variable remuneration for Senior Management and Key Personnel to make it more effective in aligning the time horizons of risks with the relevant responsibilities of related senior executives.

The Bank's remuneration system is based on the following principles:

- alignment of compensation to its profitability, risk and capital;
- maximization of employees' and the Bank's performance;
- attraction and retention of talented and skilled staff; and
- calibration to the differing needs of each division and staff's levels of responsibility.

The remuneration packages of the Bank's staff may comprise fixed and variable components which are structured to reflect the prevailing context in which the Bank operates and the Bank's intended performance. Fixed pay includes base salary, fixed allowance and year-end double pay, while variable pay may cover sales incentives and year-end discretionary bonuses.

(N) 主要委員會 (續)**(x) 資訊科技督導委員會**

資訊科技督導委員會由本行的行政總裁任主席，由行政總裁所委任的高級管理人員組成。委員會負責監督本行的主要資訊科技管治方針。委員會每月召開會議以批准長期及短期資訊科技策略，確保有關策略符合本行業務策略及優先權；批准資金及釐定享有資訊科技的投資項目的優先次序；追蹤主要項目的狀況及確保於完成時實現的效益；以及管理主要資訊科技風險事宜及其補充方法。

(O) 薪酬披露**一般資料**

本行的薪酬制度適用於本行及其附屬公司所有員工，並記錄於本行薪酬政策及相關指引。提名及薪酬委員會（其組成及職責載於上文附註N(ii)）負責監察本行的薪酬制度。於本財政年度內，提名及薪酬委員會召開兩次會議，其審閱及批准（其中包括）本行的薪酬政策。為更有效符合金管局指引第CG-5條之規定，本行重新定義主要員工，其作為員工於其任期內涉及承擔重大風險或代表本行承受重大風險的職責或行動。本行亦修訂其有關高級管理層及主要員工的延付浮動薪酬之政策，以更有效調整相關高級執行人員承受相關責任風險的時間。

本行薪酬制度以下列原則為基礎：

- 將薪酬與本行盈利能力、風險及資本掛鉤；
- 盡量提高員工及本行之表現；
- 吸引及挽留人才及技術嫻熟的員工；及
- 須衡量各部門之不同需要及員工各自之責任。

本行的員工薪酬組合包括固定及浮動部分，以反映本行現行營運狀況及本行的預期表現。固定酬金包括基本薪酬、固定津貼及年終雙薪，而浮動酬金則包括銷售獎金及年終酌情花紅。

(O) Disclosure on remuneration (continued)**General** (continued)

Salary increments and bonuses of staff not covered by sales incentive schemes are determined according to a performance evaluation guideline covering both achievement of Key Performance Indicators and Workplace Behaviour measures. These include both risk and compliance related measures where appropriate. An overview of the risks relevant to the Bank's operations is set out in Note 45 to the financial statements.

Share options are currently not offered as incentives as the Bank is a wholly owned subsidiary of Fubon Financial Holding Co., Ltd. (FFHC) and the NRC considers that the performance of FFHC's shares is too remote from the performance of the Bank. Different variable pay forms are used as appropriate to further the long and short term business goals of the Bank, staff retention and to limit inappropriate risk taking. In particular, the Bank's sales incentive schemes are capped so as to limit mis-selling. If the staff member's variable pay in cash exceeds pre-determined thresholds, a portion of it will be deferred for up to 6 months for general staff and 36 months for Senior Management, reflecting their relative responsibilities and roles. A claw-back mechanism may be applied to deferred variable pay in specific circumstances as stipulated in the Bank's Remuneration Policy.

The NRC when considering the budget for salary increases will take into account a number of factors including, but not limited to, latest market and industry practice, yearly inflation rate, the results of annual surveys on trends in pay and salary adjustments made in the last financial year. The salary increase budget as well as the salary increase for Senior Management and Key Personnel is approved by the NRC.

The remuneration of the Chief Internal Auditor is determined by Audit Committee. The remuneration of the heads of other risk control departments is determined by the NRC. The remuneration of individual members of risk control departments is determined by the heads of those departments, within a budget approved by the NRC, taking into consideration the performance of the relevant staff (including but not limited to the fulfilment of Financial and Non-Financial Factors), latest market situation and industry practice.

(O) 薪酬披露 (續)**一般資料** (續)

員工薪酬上調及花紅並不包括在銷售獎金計劃，乃根據表現評估指引(包括達致主要表現指標及工作態度的措施)而釐定。該等政策包括有關措施的風險及合規程度(如適用)。有關本行營運風險概覽載於財務報告附註45。

由於本行為富邦金融控股股份有限公司(富邦金控)的全資附屬公司，加上提名及薪酬委員會認為富邦金控股份表現與本行的表現相差甚遠，故現時並無提供購股權作為獎勵。報酬會採用不同的支付形式，視乎情況而定，例如有關方式能否配合本行之長短期業務目標、挽留人才及風險因素。特別是，本行的銷售獎勵計劃設有上限，以限制不良銷售。如個別員工以現金發放的浮動薪酬超出預定限額，則會對其浮動薪酬實施押後發放安排。以現金發放的浮動薪酬押後發放款期，一般員工將為6個月，高級管理層為36個月，以反映其相對的責任和職位。在與員工個人表現有關的特定情況下，可能會實行追回本行薪酬政策所載列的浮薪安排。

於考慮到加薪預算時，提名及薪酬委員會將計及多項因素，包括但不限於最近市場及行業概況、年通脹率及上一個財政年度作出支付及薪酬調整趨勢的年度調查結果。加薪預算及高級管理層及主要人員的加薪幅度須由提名及薪酬委員會批准。

內部稽核主管的酬金由審核委員會釐定。其他風險監控部門主管的薪酬由提名及薪酬委員會釐定。風險監管部門個別成員的薪酬，則由該等部門的主管按提名及薪酬委員會所批准的預算，並考慮到相關員工的表現(包括但不限於達成財務及非財務因素)、近期市場及行業狀況釐定。

(O) Disclosure on remuneration (continued)**Senior Management and Key Personnel**

There were altogether 25 employees classified as Senior Management (4 employees) and Key Personnel (21 employees) in the financial year. The remuneration packages of Senior Management (Note i) and Key Personnel (Note ii) are determined by the NRC with reference to the following factors:

- latest market and industry practice;
- yearly inflation rate;
- results of annual surveys on trends in pay;
- salary increments made in the last financial year;
- performance of the relevant staff; and
- attraction and retention of talent.

Note i Senior Management refers to those senior executives who are responsible for the oversight of the Bank's strategy and activities. They include the following positions:

- *Managing Director/Chief Executive*
- *Alternate Chief Executive*
- *Executive Director*
- *Executive Vice President*

Note ii Key Personnel refers to those executives, other than Senior Management, whose duties or activities in the course of their employment involve the assumption of material risk or the taking on of material exposures on behalf of the Bank; currently the Management Business Committee Members and Department Heads in Financial Markets Division.

The aggregate quantitative information on remuneration (Note iii) for the Bank's Senior Management and Key Personnel for the financial year is set out below. Separate figures are not given for Senior Management as the number of executives is so small that individuals' remuneration could be easily deduced from disclosure of a breakdown of the figures:

(O) 薪酬披露 (續)**高級管理層及主要員工**

於本財政年度，有25名員工分類為高級管理層(4名)及主要員工(21名)。高級管理層(附註i)和主要員工(附註ii)的薪酬是由提名及薪酬委員會參考下述因素決定：

- 最新市場及業界慣例；
- 全年通脹率；
- 年度薪酬趨勢調查結果；
- 上一個財政年度作出之薪酬加幅；
- 有關員工之表現；及
- 吸引和挽留人才。

附註 i 高級管理層是指那些對本行營運及業績產生重大影響的高級管理人員。他們包括以下職位：

- *董事總經理／行政總裁*
- *替任行政總裁*
- *執行董事*
- *執行副總裁*

附註 ii 主要員工是指那些，高級管理層以外，從事涉及重大風險的貿易及交易活動或為本行承擔主要風險的人員。現為管理業務委員會成員及金融市場分部的部門主管。

本行高級管理層及主要員工於本財政年度之薪酬(附註iii)總額資料載列如下。不會提供有關高級管理層個別數據，原因是執行人員的數目甚少，個別人士的薪酬可自數據分析披露中扣除。

(O) Disclosure on remuneration (continued)
Senior Management and Key Personnel (continued)

- (i) Amount of remuneration for the financial year and the previous financial year, split into fixed and variable remuneration:

Types of remuneration	薪酬類別	2015 二零一五年		2014 二零一四年	
		Non-deferred 非延付薪酬 (Amount in HKD) (港元金額)	Deferred 延付薪酬 (Amount in HKD) (港元金額)	Non-deferred 非延付薪酬 (Amount in HKD) (港元金額)	Deferred 延付薪酬 (Amount in HKD) (港元金額)
Fixed Remuneration	固定薪酬				
Cash	現金	49.42 million 49.42 百萬	Nil 無	37.95 million 37.95 百萬	Nil 無
Variable Remuneration	浮動薪酬				
Cash	現金	8.71 million (Year-end bonus paid in 1/2016) 8.71 百萬 (於二零一六年一月 支付的年末花紅)	1.2 million 1.2 百萬	7.52 million (Year-end bonus paid in 1/2015) 7.52 百萬 (於二零一五年一月 支付的年末花紅)	Nil 無
Shares and share-linked instruments	股份及股份相連工具	Nil 無	Nil 無	Nil 無	Nil 無

- (ii) Aggregate amount of outstanding deferred variable remuneration split into vested and unvested:

Types of remuneration	薪酬類別	2015 二零一五年		2014 二零一四年	
		Awarded for Performance Year 2015 就二零一五年度 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Prior Performance Years 就先前年度之 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Performance Year 2014 就二零一四年度之 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Prior Performance Years 就先前年度之 表現所發放之總額 (Amount in HKD) (港元金額)
Vested	已歸屬				
Cash	現金	8.71 million (Year-end bonus paid in 1/2016) 8.71 百萬 (於二零一六年一月 支付的年末花紅)	0.06 million 0.06 百萬	7.52 million (Year-end bonus paid in 1/2015) 7.52 百萬 (於二零一五年一月 支付的年末花紅)	0.06 million 0.06 百萬
Unvested	未歸屬				
Cash	現金	1.2 million 1.2 百萬	Nil 無	Nil 無	0.06 million 0.06 百萬
Shares and shared-linked instruments	股份及股份相連工具	Nil 無	Nil 無	Nil 無	Nil 無

There was no deferred variable remuneration being reduced through performance adjustments in 2015.

於二零一五年，並無任何延付浮動薪酬須就表現情況而作出扣減。

(O) 薪酬披露 (續)
高級管理層及主要員工 (續)

- (i) 本財政年度薪酬金額，分為固定及浮動薪酬：

**Senior Management and Key Personnel
高級管理層及主要員工**

2015
二零一五年

2014
二零一四年

Types of remuneration	薪酬類別	2015 二零一五年		2014 二零一四年	
		Non-deferred 非延付薪酬 (Amount in HKD) (港元金額)	Deferred 延付薪酬 (Amount in HKD) (港元金額)	Non-deferred 非延付薪酬 (Amount in HKD) (港元金額)	Deferred 延付薪酬 (Amount in HKD) (港元金額)
Fixed Remuneration	固定薪酬				
Cash	現金	49.42 million 49.42 百萬	Nil 無	37.95 million 37.95 百萬	Nil 無
Variable Remuneration	浮動薪酬				
Cash	現金	8.71 million (Year-end bonus paid in 1/2016) 8.71 百萬 (於二零一六年一月 支付的年末花紅)	1.2 million 1.2 百萬	7.52 million (Year-end bonus paid in 1/2015) 7.52 百萬 (於二零一五年一月 支付的年末花紅)	Nil 無
Shares and share-linked instruments	股份及股份相連工具	Nil 無	Nil 無	Nil 無	Nil 無

- (ii) 延付浮動薪酬(分為已歸屬及尚未歸屬)之總額：

**Senior Management and Key Personnel
高級管理層及主要員工**

2015
二零一五年

2014
二零一四年

Types of remuneration	薪酬類別	2015 二零一五年		2014 二零一四年	
		Awarded for Performance Year 2015 就二零一五年度 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Prior Performance Years 就先前年度之 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Performance Year 2014 就二零一四年度之 表現所發放之總額 (Amount in HKD) (港元金額)	Awarded for Prior Performance Years 就先前年度之 表現所發放之總額 (Amount in HKD) (港元金額)
Vested	已歸屬				
Cash	現金	8.71 million (Year-end bonus paid in 1/2016) 8.71 百萬 (於二零一六年一月 支付的年末花紅)	0.06 million 0.06 百萬	7.52 million (Year-end bonus paid in 1/2015) 7.52 百萬 (於二零一五年一月 支付的年末花紅)	0.06 million 0.06 百萬
Unvested	未歸屬				
Cash	現金	1.2 million 1.2 百萬	Nil 無	Nil 無	0.06 million 0.06 百萬
Shares and shared-linked instruments	股份及股份相連工具	Nil 無	Nil 無	Nil 無	Nil 無

(O) Disclosure on remuneration (continued)

Senior Management and Key Personnel (continued)

- (iii) The deferred amount of HKD0.06 million for prior performance years was paid upon fulfilment of vesting conditions and expiry of the deferral period. The deferred amount of HKD1.2 million for this performance year will be paid on expiry of the deferral period subject to the fulfilment of vesting conditions.
- (iv) None of the outstanding deferred remuneration is subject to implicit ex post adjustment. Total amount of outstanding deferred remuneration and retained remuneration exposed to explicit ex post adjustments is set out below:

		(Amount in HKD) (港元金額)
Total amount of outstanding deferred remuneration	未付延付薪酬總額	1.2 million 1.2 百萬
Total amount of deferred remuneration awarded, paid out and reduced through performance adjustments during the financial year	於本財政年度，授予、支付及就表現情況而作出扣減之延付薪酬總額	Nil 無
(v) No guaranteed bonus (including Sign-on bonus) was awarded during the financial year.		
(vi) No severance payment was awarded or paid during the financial year.		

Note iii Remuneration refers to all remuneration payments payable to employees during the financial year. The remuneration also includes remuneration payments to three resigned staff during the financial year.

(P) Market risk management

Details of the Group's market risk management policies and measures have been set out in Note 45(b).

The Group calculates VAR with a confidence level of 99%, a holding period of one trading day and using a 1-year historical observation period. The VAR methodology adopted by the Group is historical simulation approach. Historical simulation uses scenarios derived from historical market rates/prices and takes account of the relationships between different markets and rates. The VAR model is helpful in measuring the Group's exposure to day-to-day market fluctuations. It is not intended to measure the Group's exposure to individually significant events such as the bankruptcy of a major financial institution.

The Group has measured VAR for all material trading portfolios. The VAR results as shown in the below table are calculated independently according to the underlying positions, and historical market movements.

(O) 薪酬披露 (續)

高級管理層及主要員工 (續)

- (iii) 先前表現年度的延付金額6萬港元已於達成歸屬條件及延付期屆滿後支付。本表現年度的延付金額1.2百萬港元將於延付期屆滿並達成歸屬條件後支付。
- (iv) 未付延付薪酬毋須作出隱含調整。於授出後隱含調整之未付延付薪酬總額及被保留薪酬總額現載列如下：

		(Amount in HKD) (港元金額)
Total amount of outstanding deferred remuneration	未付延付薪酬總額	1.2 million 1.2 百萬
Total amount of deferred remuneration awarded, paid out and reduced through performance adjustments during the financial year	於本財政年度，授予、支付及就表現情況而作出扣減之延付薪酬總額	Nil 無
(v) No guaranteed bonus (including Sign-on bonus) was awarded during the financial year.		
(vi) No severance payment was awarded or paid during the financial year.		

附註iii 薪酬是指所有在本財政年度向員工支付的報酬支付。薪酬還包括在本財政年度內向三位已離任員工的支出。

(P) 市場風險管理

本集團之市場風險管理政策及措施之詳情載於附註45(b)。

本集團以信心水平為99%、持有期為一個交易日及採用一年歷史觀察期以計算風險值。本集團所採用的風險值方法為歷史模擬法。歷史模擬法採用過往市場費率/價格，並考慮不同市場及費率之間的關係。風險值模式有助於計量銀行承受日常市場波動的風險，但無意計量銀行承受個別重大事件的風險，例如大型金融機構破產。

本集團已計量所有重大交易組合的風險值。下表所列示的風險值結果乃按照相關持倉及過往市場變動進行獨立計算。

(P) Market risk management (continued)

At 31 December 於十二月三十一日

VAR by risk type:	按風險種類劃分之風險值：
Foreign exchange risk	外匯風險
Interest rate risk	利率風險
Equities risk	股票風險
Total VAR	總風險值

(P) 市場風險管理(續)

2015	2014
二零一五年	二零一四年
HK\$'000	HK\$'000
千港元	千港元

	169	400
	124	238
	-	-
	293	638

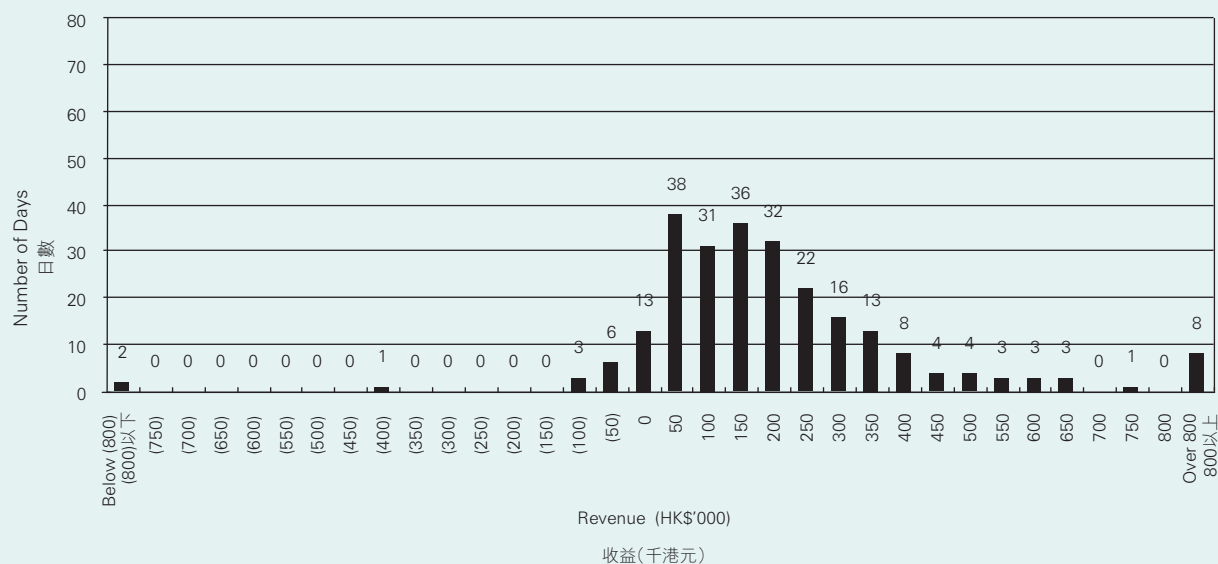
The Group adopts a prudent approach to managing its trading portfolios, and reduces any excessive market risk by executing offsetting transactions or hedging contracts with other market counterparties. Market risk ensues once the Group takes positions in markets such as foreign exchange, interest rates, securities and equities. Such positions are driven by execution of customer orders, proprietary trading and hedging.

The Group's maximum market risk exposures are set by the ALCO. Exposures are monitored and reported to the management regularly. The average daily revenue generated from the treasury's trading activities for the year was HK\$226,857 (2014: HK\$185,347) and the standard deviation was HK\$742,337 (2014: HK\$271,417). An analysis of the Group's trading revenue is shown below:

本集團採納一套謹慎的方法管理其交易組合，並透過其他市場同業簽訂抵銷交易或對沖合約，以減低任何過度市場風險。若本集團於外匯市場、利率市場或證券及股票市場持倉時便會產生市場風險，而這些皆是因應客戶的交易指示、自營買賣及對沖活動而產生的持倉。

本集團之最高市場風險承擔由資產負債委員會訂定，並定期受到監控及須向管理層匯報。年內由財資交易活動獲得的平均每日收益為226,857港元(二零一四年：185,347港元)，標準偏差為742,337港元(二零一四年：271,417港元)。本集團之交易收益分析如下：

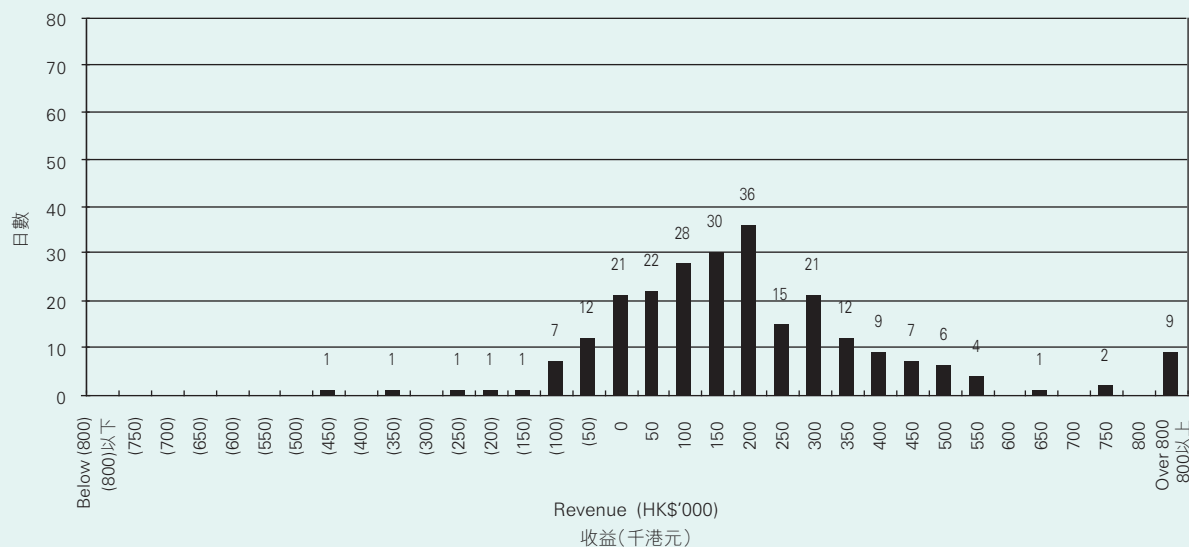
**Daily Distribution of Trading Revenue
for the Year Ended 31 December 2015**
截至二零一五年十二月三十一日止年度每日交易收益分佈



(P) Market risk management (continued)

(P) 市場風險管理 (續)

**Daily Distribution of Trading Revenue
for the Year Ended 31 December 2014**
截至二零一四年十二月三十一日止年度每日交易收益分佈



This shows a maximum daily loss of HK\$1,611,610 (2014: HK\$493,501) with 25 days (2014: 45 days) out of 247 days (2014: 247 days) showing losses. The most frequent results were observed in daily revenue falling from HK\$0 to HK\$50,000 (2014: HK\$150,000 to HK\$200,000) with 38 occurrences (2014: 36 occurrences in the range). The highest daily revenue was HK\$10,830,148 (2014: HK\$2,172,301).

以上圖表顯示於247天(二零一四年：247天)交易日中，25天(二零一四年：45天)錄得虧損，最高每日虧損1,611,610港元(二零一四年：493,501港元)。最常見交易成績為每日收益介乎0港元至50,000港元(二零一四年：150,000港元至200,000港元)，並於該組別出現38次(二零一四年：於該組別出現36次)。最高每日收益為10,830,148港元(二零一四年：2,172,301港元)。