

UNAUDITED SUPPLEMENTARY FINANCIAL INFORMATION

未經審核補充財務資料

(A) CAPITAL RATIO

(A) 資本比率

		As at	
		31 December 2017 於二零一七年 十二月三十一日	31 December 2016 於二零一六年 十二月三十一日
Total capital ratio	總資本比率	19.42%	17.02%
Tier 1 capital ratio	一級資本比率	15.42%	12.60%
Common Equity Tier 1 ("CET1") capital ratio	普通股本一級資本比率	13.08%	12.60%
Capital conservation buffer ratio	逆周期緩衝資本比率	1.25%	0.625%
		HK\$'000 千港元	HK\$'000 千港元
Tier 1 capital	一級資本	9,671,328	7,154,632
CET1 capital	普通股本一級資本	8,202,763	7,154,632
Total capital	總資本	12,182,359	9,662,042
Total risk-weighted amount	風險加權總額	62,717,439	56,762,666

The calculation of the above ratios are illustrated as follows:

上述比率之計算方法列示如下：

$$\begin{array}{l} \text{Total capital ratio} \\ \text{總資本比率} \end{array} = \frac{\text{Total capital 總資本}}{\text{Total risk-weighted amount 風險加權總額}}$$

$$\begin{array}{l} \text{Tier 1 capital ratio} \\ \text{一級資本比率} \end{array} = \frac{\text{Tier 1 capital 一級資本}}{\text{Total risk-weighted amount 風險加權總額}}$$

$$\begin{array}{l} \text{CET1 capital ratio} \\ \text{普通股本一級資本比率} \end{array} = \frac{\text{CET1 capital 普通股本一級資本}}{\text{Total risk-weighted amount 風險加權總額}}$$

The capital ratios as at 31 December 2017 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.

於二零一七年十二月三十一日，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之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。

(A) CAPITAL RATIO (continued)

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:

Name of subsidiaries 附屬公司名稱	Principal activities 主要業務	As at 31 December 2017 於二零一七年十二月三十一日		As at 31 December 2016 於二零一六年十二月三十一日	
		Total assets 資產總額 HK\$'000 千港元	Total equity 權益總額 HK\$'000 千港元	Total assets 資產總額 HK\$'000 千港元	Total equity 權益總額 HK\$'000 千港元
FB Securities (Hong Kong) Limited 富銀證券(香港)有限公司	Securities broking 證券經紀	157,451	69,168	139,648	102,187
FB Investment Management Limited 富銀投資管理有限公司	Fund management 基金管理	21,988	19,455	21,365	18,622
Fubon Insurance Brokers Limited 富邦保險顧問有限公司	Insurance broker services 保險經紀服務	3,209	1,711	3,015	2,040
Fubon Nominees (Hong Kong) Limited	Nominee service 代理人服務	3,858	146	3,713	138
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
		186,575	90,549	167,810	123,056

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 33, 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 24 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>).

(A) 資本比率(續)

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：

本行於上述附屬公司之股權乃根據資本規則自普通股本一級資本中扣除。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33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24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) LEVERAGE RATIO

Leverage ratio 槓桿比率

Tier 1 capital 一級資本
Exposure measure 風險數值

The calculation of the above ratio is illustrated as follows:

$$\text{Leverage ratio} = \frac{\text{Tier 1 capital 一級資本}}{\text{Exposure measure 風險數值}}$$

槓桿比率

The Group calculates the leverage ratio on the same consolidated basis as the calculation of capital ratio as disclosed in Note (A).

To comply with section 24A of the BDR, all additional 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>).

(C) COUNTERCYCLICAL CAPITAL BUFFER RATIO

Countercyclical capital buffer ("CCyB") ratio 逆周期緩衝資本比率

The Group calculated the CCyB ratio on the same consolidated basis as the calculation of capital ratio as disclosed in Note (A).

To comply with section 24B of the BDR, all addition information in relation to the Group's CCyB 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>).

(B) 槓桿比率

		As at	
		31 December 2017	31 December 2016
		於二零一七年 十二月三十一日	於二零一六年 十二月三十一日
Leverage ratio	槓桿比率	9.73%	7.44%
		HK\$'000	HK\$'000
		千港元	千港元
Tier 1 capital	一級資本	9,671,328	7,154,632
Exposure measure	風險數值	99,417,202	96,105,542

上述比率之計算方法列示如下：

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。

為符合《銀行業(披露)規則》第24A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) 逆周期緩衝資本比率

		As at	
		31 December 2017	31 December 2016
		於二零一七年 十二月三十一日	於二零一六年 十二月三十一日
Countercyclical capital buffer ("CCyB") ratio	逆周期緩衝資本比率	1.080%	0.557%

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逆周期緩衝資本比率。

為符合《銀行業(披露)規則》第24B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逆周期緩衝資本比率披露的額外資料。

(D) LIQUIDITY RATIO

The Group's average liquidity maintenance ratio for the year ended 31 December 2017 and 2016 was well above the statutory minimum ratio of 25%.

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

The average liquidity maintenance ratio 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. The liquidity maintenance ratio is computed on a consolidated basis which comprises the Bank and Fubon Credit (Hong Kong) Limited as designated by the HKMA for regulatory purposes.

(D) 流動資金比率

截至二零一七年及二零一六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
2017	2016
二零一七年	二零一六年
50.52%	48.49%

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》(「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。流動性維持比率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。

(E) 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.

(E) 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。

		2017		2016	
		二零一七年		二零一六年	
		Gross loans and advances	% of gross loans covered by collateral	Gross loans and advances	% of gross loans covered by collateral
		借款及貸款總額	佔貸款總額之百分比	借款及貸款總額	佔貸款總額之百分比
		HK\$'000	%	HK\$'000	%
		千港元	%	千港元	%
The Group	本集團				
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	3,542,760	15.31	3,756,167	34.25
– Property investment	– 物業投資	8,461,107	92.58	9,852,120	93.68
– Financial concerns	– 金融企業	3,616,993	5.14	1,346,366	8.07
– Stockbrokers	– 股票經紀	2,132,447	65.76	1,561,154	62.04
– Wholesale and retail trade	– 批發及零售業	409,307	31.01	342,228	22.75
– Manufacturing	– 製造業	1,171,559	5.63	1,244,842	3.70
– Transport and transport equipment	– 運輸及運輸設備	113,231	99.57	311,083	21.81
– Information technology	– 資訊科技	557,166	0.13	377,867	0.21
– Others	– 其他	2,923,223	35.26	2,419,133	37.09
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	5,705	100.00	12,135	100.00
– Loans for the purchase of other residential properties	– 購買其他住宅物業的貸款	9,867,406	99.96	9,663,115	99.97
– Credit card advances	– 信用卡貸款	964,430	–	1,070,172	–
– Others	– 其他	4,642,525	28.41	4,665,215	26.89
		38,407,859		36,621,597	
Trade finance	貿易融資	4,203,281	15.85	3,294,463	28.57
Gross advances for use outside Hong Kong	在香港以外使用的貸款總額	5,261,208	13.04	3,661,537	28.74
Gross advances to customers	客戶貸款總額	47,872,348	49.79	43,577,597	58.64

(E) 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:

(E) 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：

		Overdue advances	Impaired advances	Individual impairment allowances	Collective impairment allowance	Provisions (released back)/ charged to the profit or loss during the year	Loans written off during the year
		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
				個別減值撥備	綜合減值撥備	本年度於損益賬扣除之撥備 / (撥回)	年內撇賬之貸款
As at 31 December 2017	於二零一七年十二月三十一日						
- Property investment	- 物業投資	48,047	26,482	-	2,516	(792)	-
- Loans for the purchase of other residential properties	- 購買其他住宅物業的貸款	66,054	3,536	-	-	(560)	-
- Gross advances for use outside Hong Kong	- 在香港以外使用的貸款總額	57,316	57,316	57,316	15,235	22,079	-
						Provisions charged to the profit or loss during the year	Loans written off during the year
						本年度	年內撇賬
						於損益賬	之貸款
						扣除之撥備	
		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
As at 31 December 2016	於二零一六年十二月三十一日						
- Property investment	- 物業投資	295,047	51,403	297	3,011	3,307	-
- Loans for the purchase of other residential properties	- 購買其他住宅物業的貸款	64,415	-	-	560	560	-
- Loans for other private purposes	- 其他私人用途的貸款	87,319	5,280	4,752	5,614	27,558	25,655

UNAUDITED SUPPLEMENTARY FINANCIAL INFORMATION
未經審核補充財務資料

(F) OVERDUE AND RESCHEDULED ASSETS

(i) Overdue advances to customers

(F) 逾期及經重組資產

(i) 逾期客戶貸款

		2017 二零一七年		2016 二零一六年	
		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	3,469	0.01	10,039	0.02
- 1 year or less but over 6 months	- 一年或以下 惟六個月以上	5,329	0.01	93,349	0.21
- Over 1 year	- 超過一年	147,918	0.31	82,392	0.19
		156,716	0.33	185,780	0.42
Covered portion of overdue loans and advances	逾期借款及貸款的 有抵押部分	11,005		5,729	
Uncovered portion of overdue loans and advances	逾期借款及貸款的 無抵押部分	145,711		180,051	
		156,716		185,780	
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	144,982		124,573	

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。

(F) 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:

	2017 二零一七年		2016 二零一六年	
	HK\$'000 千港元	% of gross advances 佔貸款總額 之百分比	HK\$'000 千港元	% of gross advances 佔貸款總額 之百分比
Rescheduled advances to customers 重定還款期的客戶貸款	7,993	0.02	20,012	0.05

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

	As at 31 December 2017 於二零一七年十二月三十一日			
	Gross loans and advances 借款及 貸款總額 HK\$'000 千港元	Overdue loans and advances 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 香港	39,888,508	99,400	129,988	98,647
China 中國	7,180,337	57,316	57,316	57,316
Other 其他地區	803,503	-	-	-
	47,872,348	156,716	187,304	155,963

(F) 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

(F) OVERDUE AND RESCHEDULED ASSETS (continued)

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

Hong Kong 香港
Other 其他地區

(F) 逾期及經重組資產 (續)

(iii) 按地區分析的已逾期客戶借款及貸款 (續)

As at 31 December 2016 (Restated)

於二零一六年十二月三十一日(重列)

	Gross loans and advances 借款及貸款總額 HK\$'000 千港元	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	39,329,017	136,050	276,802	106,074
Other	4,248,580	49,730	57,480	43,845
	43,577,597	185,780	334,282	149,919

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 2017 and 2016.

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。

於二零一七年及二零一六年十二月三十一日，概無綜合減值撥備分派予任何地區分部。

(G) 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.

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:

		As at 31 December 2017 於二零一七年十二月三十一日				
		Banks	Official sector	Non-bank financial institution	Non-financial private sector	Total
Figures in HK\$ million		銀行	官方機構	非銀行 金融機構	非金融 私人機構	總額
Counterparty country/jurisdiction	對手方國家／司法權區					
Developed countries	已發展國家	12,753	18	80	29	12,880
Offshore centres	離岸中心	544	-	3,387	11,976	15,907
- of which: Hong Kong	- 其中：香港	113	-	3,149	11,030	14,292
Developing Asia and Pacific	發展中亞洲及太平洋地區	12,167	401	1,536	9,713	23,817
- of which: China	- 其中：中國	9,569	401	1,536	9,030	20,536

		As at 31 December 2016 於二零一六年十二月三十一日				
		Banks	Official sector	Non-bank financial institution	Non-financial private sector	Total
Figures in HK\$ million		銀行	官方機構	非銀行 金融機構	非金融 私人機構	總額
Counterparty country/jurisdiction	對手方國家／司法權區					
Developed countries	已發展國家	12,671	18	223	27	12,939
Offshore centres	離岸中心	1,714	-	2,118	9,000	12,832
- of which: Hong Kong	- 其中：香港	907	-	2,001	7,888	10,796
Developing Asia and Pacific	發展中亞洲及太平洋地區	14,882	328	1,488	5,362	22,060
- of which: China	- 其中：中國	10,821	328	1,488	4,806	17,443

(G) 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。

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：

UNAUDITED SUPPLEMENTARY FINANCIAL INFORMATION
未經審核補充財務資料

(H) 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.

(H) 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。

		2017 二零一七年		
		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
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以及其附屬公司及合營公司	9,486,485	102,285	9,588,770
Local governments, local government-owned entities and their subsidiaries and JVs	地方政府、地方政府擁有之實體以及其附屬公司及合營公司	2,435,818	-	2,435,818
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	5,174,078	313,971	5,488,049
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	2,346,627	120,393	2,467,020
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	19,443,008	536,649	19,979,657
Total assets after provision	資產總值(扣除撥備)	97,558,600		
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	19.93%		

(H) NON-BANK MAINLAND CHINA EXPOSURES (continued)

(H) 中國內地非銀行業之風險(續)

		2016 二零一六年		
		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
Central government, central government-owned entities and their subsidiaries and JVs	中央政府、中央政府擁有之實體以及其附屬公司及合營公司	6,128,376	62,500	6,190,876
Local governments, local government-owned entities and their subsidiaries and JVs	地方政府、地方政府擁有之實體以及其附屬公司及合營公司	1,286,061	73,077	1,359,138
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	2,185,954	123,681	2,309,635
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	2,594,178	120,801	2,714,979
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	12,194,569	380,059	12,574,628
Total assets after provision	資產總值(扣除撥備)	94,294,107		
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	12.93%		

UNAUDITED SUPPLEMENTARY FINANCIAL INFORMATION
未經審核補充財務資料

(I) 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:

(I) 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 2017 於二零一七年十二月三十一日			
Equivalent in HK\$ Million		US dollars	Chinese renminbi	Other foreign currencies	Total foreign currencies
百萬港元等值		美元	人民幣	其他外幣	外幣總額
Spot assets	現貨資產	33,853	3,147	10,572	47,572
Spot liabilities	現貨負債	(27,964)	(2,847)	(9,026)	(39,837)
Forward purchase	遠期買入	7,467	722	3,049	11,238
Forward sales	遠期賣出	(12,299)	(983)	(4,595)	(17,877)
Net option position	期權倉盤淨額	-	-	-	-
Net long/(short) position	長/(短)盤淨額	1,057	39	-	1,096
Net structural position	結構性倉盤淨額	-	1,399	-	1,399

		As at 31 December 2016 於二零一六年十二月三十一日			
Equivalent in HK\$ Million		US dollars	Chinese renminbi	Other foreign currencies	Total foreign currencies
百萬港元等值		美元	人民幣	其他外幣	外幣總額
Spot assets	現貨資產	31,656	2,840	10,650	45,146
Spot liabilities	現貨負債	(20,774)	(2,782)	(10,661)	(34,217)
Forward purchase	遠期買入	7,571	2,218	3,032	12,821
Forward sales	遠期賣出	(18,376)	(2,239)	(3,023)	(23,638)
Net option position	期權倉盤淨額	-	-	-	-
Net long/(short) position	長/(短)盤淨額	77	37	(2)	112
Net structural position	結構性倉盤淨額	-	1,399	-	1,399

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。

(J) 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 2017, the 200 basis points interest rate rise would increase earnings over the next 12 months on the HKD interest risk positions by HK\$174 million (2016: HK\$125 million) and decrease earnings over the next 12 months on the USD interest risk positions by HK\$36 million (2016: HK\$91 million).

(K) 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.

(L) 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.

(J) 銀行賬戶內之利率風險管理之額外披露

按照金管局發出的申報表「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。

於二零一七年十二月三十一日，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174,000,000港元(二零一六年：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36,000,000港元(二零一六年：91,000,000港元)。

(K) 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」。

(L) 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，並在有需要時舉行額外會議。

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。

(L) KEY COMMITTEES (continued)

(i) Audit Committee (continued)

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.

(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 (both executive and non-executive), Senior Management and Management Committee Members. 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, Senior Management and Management Committee Members 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, Senior Management and Key Personnel (as defined in the Remuneration Policy of the Bank).

Since December 2017, the committee has been mandated to assist the Board in establishing cultural and behavioural standards that promote prudent risk-taking and fair treatment of customers. It advises and assists the Board in discharging its responsibilities for the Bank's culture-related matters.

(L) 主要委員會 (續)

(i) 審核委員會 (續)

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，確保管理層對審核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。

(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（執行及非執行）、高級管理層及管理委員會成員。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、高級管理層及管理委員會成員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、高級管理層及主要員工的薪酬（定義見本行薪酬政策）。

由二零一七年十二月起，委員會已獲授權協助董事會制定文化和行為標準，以促進審慎的風險承擔和公平對待客戶。委員會建議並協助董事會履行本行有關文化事宜的責任。

(L) KEY COMMITTEES (continued)

(iii) Risk Committee

The Risk Committee comprises five members including one Executive Director, one Non-Executive Director and three Independent Non-Executive Directors. The Risk Committee is chaired by an Independent Non-Executive Director who has extensive banking experience. 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 annually review and endorse the Bank's risk appetite statement and risk management strategies. It will oversee the establishment and maintenance by Senior Management of appropriate infrastructure, resources and systems for risk management, particularly in relation to compliance with relevant legal and regulatory requirements and adherence to the approved risk appetite and related policies, and the adoption of best practices wherever feasible.

The Risk Committee is required to ensure that the staff responsible for implementing risk management systems and controls are sufficiently independent of the risk taking units in the Bank.

(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.

(L) 主要委員會 (續)

(iii) 風險委員會

風險委員會由五名成員組成，包括一名執行董事、一名獨立非執行董事及三獨立非執行董事。風險委員會由具豐富銀行經驗之獨立非執行董事擔任主席。委員會每年最少舉行四次會議，並在有需要時舉行額外會議。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及確認本行的風險承受能力聲明及風險管理策略。其將監察由高級管理層就風險管理所制定及維持的適當基礎設施、資源及系統，尤其是遵守相關法律及監管規定以及經批准風險取向及有關政策，並於可行情況下採取最佳慣例。

風險委員會須確保負責實施風險管理系統及控制的員工及充分獨立於本行的風險管理部門。

(iv) 執行委員會

執行委員會由本行非執行主席、非執行副主席及執行董事組成，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、非執行副主席及執行董事組成。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。

(L) KEY COMMITTEES (continued)

(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 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’s approval. The Committees meet weekly to evaluate and approve new business initiatives, coordinate business and support units during the implementation process, monitor the progress. The Committees also monitor the implementation of the approved business strategies and, review the achievement of business targets, 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 approval of the Risk Committee of the Board 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 Risk Committee of the Board and reviews actual performance.

(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 regulatory 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.

(L) 主要委員會 (續)

(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」)均由本行的行政總裁任主席，並由行政總裁所委任的高級管理人員組成。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。該等委員會每星期均舉行會議，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，監察進度。該等委員會亦監察已批准業務策略的實施進度，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。資產負債委員會在董事會的風險委員會規定的政策範圍內設立投資策略、監督本行的投資活動以及檢討實際表現。

(viii) 內部監控及合規委員會

內部監控及合規委員會由本行的行政總裁、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組成。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，確保本行備有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。

(L) KEY COMMITTEES (continued)

(viii) Internal Control and Compliance Committee (continued)

To ensure an effective internal control and compliance framework is in place, the ICC reviews policies and approves guidelines relating to control and regulatory 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 regulatory compliance standards, the ICC and its sub-committee review and discuss major regulatory compliance or AML or operational risk events, latest developments in statutory or regulatory requirements applicable to the 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.

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.

(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; discuss status of key projects escalated from Information Technology Management Committee and upon request; and manage major information technology risk issues and their remediation.

(L) 主要委員會 (續)

(viii) 內部監控及合規委員會 (續)

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。為了維持本行整體合規標準，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、實施遵從新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。

信貸委員會審閱及批准本行信貸政策及信貸風險狀況，以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疇內。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。

(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。該委員會負責監督本行的主要資訊科技管治方針。該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；應要求討論由資訊科技管理委員會提升的主要項目的狀況；以及管理主要資訊科技風險事宜及其補救方法。

(M) 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 (L)(ii) above, is responsible for overseeing the 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. The Bank has fine tuned its Remuneration Policy to reflect certain changes and to better comply with the requirements of the HKMA's guideline CG-5.

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;
- calibration to the differing needs of each division and staff's levels of responsibility; and
- benchmarking against industry norms should be done at least on bi-annual basis to check the reasonableness of the compensation by peers.

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.

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 42 to the financial statements.

(M) 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(L)(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。本行已調整薪酬政策以反映若干變動，並更有效符合金管局指引第CG-5條之規定。

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嫺熟的員工；
- 須衡量各部門之不同需要及員工各自之責任；及
- 須每半年與行業慣例進行基準比較，以檢查同業提供之薪酬是否合理。

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。

不包括在銷售獎金計劃中的員工薪酬上調及花紅，乃根據表現評估指引（包括達至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42。

(M) DISCLOSURE ON REMUNERATION (continued)

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, performance of the Bank, 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 and approved by the NRC. 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 Key Performance Indicators and Workplace Behaviour measures), latest market situation and industry practice.

(M) 薪酬披露 (續)

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，提名及薪酬委員會認為富邦金控股份的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，則會對部分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期，一般員工最多為6個月，而高級管理層則最多為36個月，以反映其相對的責任和職位。在浮動薪酬押後發放的特定情況下，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、本行之表現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。

內部審核主管的酬金由審核委員會釐定並由提名及薪酬委員會批准。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(包括但不限於達成主要表現指標及工作態度的措施)、近期市場及行業狀況釐定。

(M) 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:

- Chief Executive Officer & Managing Director
- Executive Director(s)
- Alternate Chief Executive(s)
- Executive Vice President(s)

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 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:

(M) 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負責監察本行策略實施及業務活動的高級管理人員。他們包括以下職位：

- 行政總裁及董事總經理
- 執行董事
- 替任行政總裁
- 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職務及交易活動或為本行承擔主要風險的人員。現為管理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。高級管理層個別數據並未有提供，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。

(M) 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
Fixed Remuneration	固定薪酬
Cash	現金
Variable Remuneration	浮動薪酬
Cash	現金
Shares and share-linked instruments	股份及股份相連工具

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

Types of remuneration	薪酬類別
Vested	已歸屬
Cash	現金
Unvested	未歸屬
Cash	現金
Shares and shared- linked instruments	股份及股份相連工具

There was no deferred variable remuneration being reduced through performance adjustments in 2017.

(M) 薪酬披露 (續)

高級管理層及主要員工 (續)

- (i) 本財政年度及過往財政年度薪酬金額，分為固定及浮動薪酬：

Senior Management and Key Personnel 高級管理層及主要員工			
2017 二零一七年		2016 二零一六年	
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)
48.89 million 48.89百萬	Nil 無	46.67 million 46.67百萬	Nil 無
6.71 million (Year-end bonus paid in 1/2018) 6.71百萬 (於二零一八年一月 支付的年末花紅)	1.04 million 1.04百萬	6.80 million (Year-end bonus paid in 1/2017) 6.80百萬 (於二零一七年一月 支付的年末花紅)	1 million 1百萬
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			
2017 二零一七年		2016 二零一六年	
Awarded for Performance Year 2017 就二零一七年度 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)	Awarded for Performance Year 2016 就二零一六年度之 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)
6.71 million (Year-end bonus paid in 1/2018) 6.71百萬 (於二零一八年一月 支付的年末花紅)	0.82 million 0.82百萬	6.80 million (Year-end bonus paid in 1/2017) 6.80百萬 (於二零一七年一月 支付的年末花紅)	0.48 million 0.48百萬
1.04 million 1.04百萬	0.90 million 0.90百萬	1 million 1百萬	0.72million 0.72百萬
Nil 無	Nil 無	Nil 無	Nil 無

於二零一七年，並無任何延付浮動薪酬須就表現情況而作出扣減。

(M) DISCLOSURE ON REMUNERATION (continued)

Senior Management and Key Personnel (continued)

- (iii) The deferred amount of HKD0.82 million for prior performance years was paid upon fulfilment of vesting conditions and expiry of the deferral period. The deferred amount of HKD1.04 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	1.94 million 1.94百萬
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 two resigned staff during the financial year.

(M) 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0.82百萬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1.04百萬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授出後隱含調整。於授出後明確調整之未付延付薪酬總額及被保留薪酬總額現載列如下：

- (v) 於本財政年度並無發放固定花紅(包括簽約花紅)。
- (vi) 於本財政年度並無支付解僱金。

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兩位已離任員工的支出。