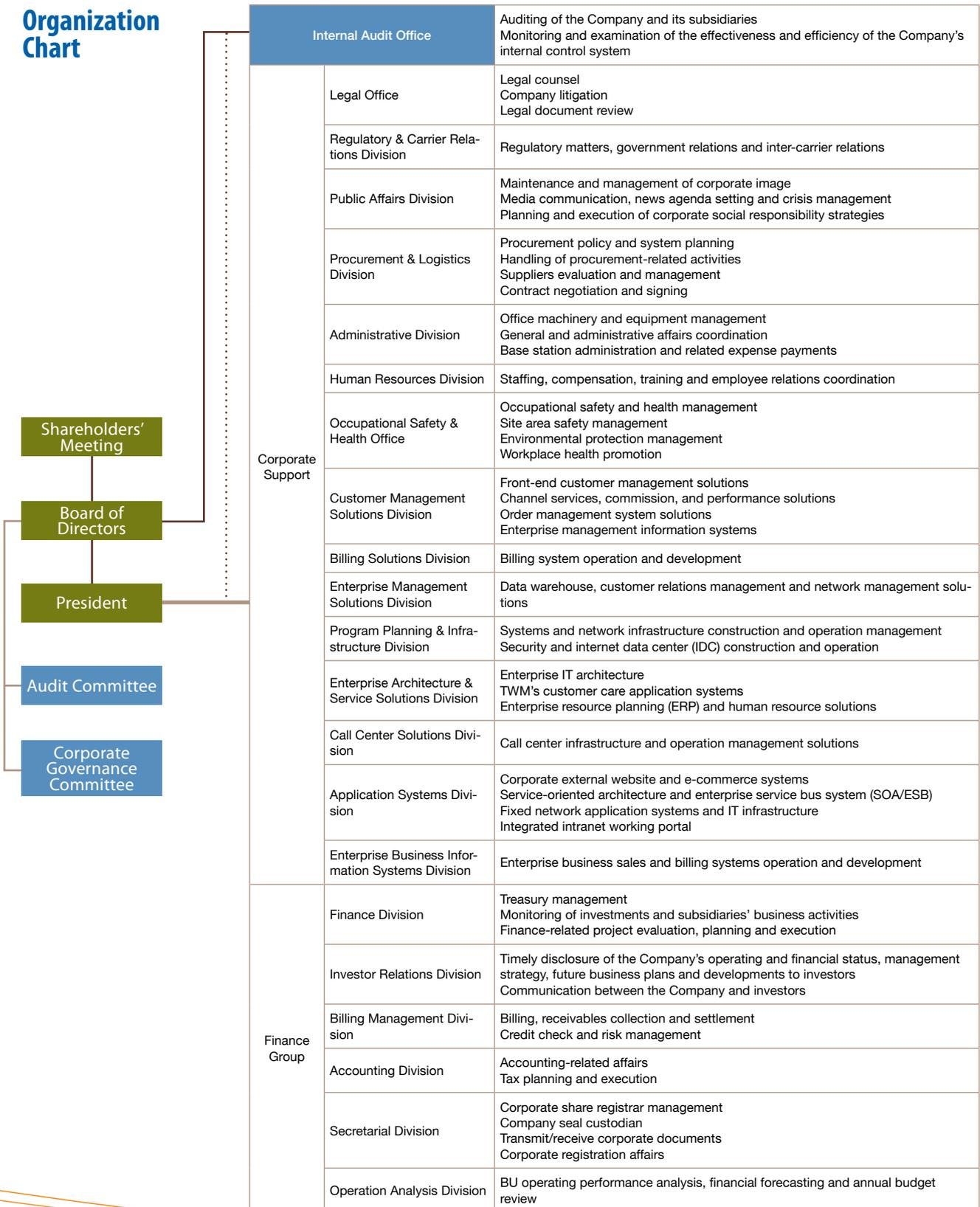


Chap. 2 Organization

Organization Chart



Technology Group	Systems Design Division	Planning and design for core, radio, IP and transmission network system of mobile and fixed network Development of new technologies and verification testing of network elements
	Network Engineering Division	Mobile telecom and fixed network business infrastructure budget, control and management Supervision of outsourced engineering and construction projects Management of cables and conduits in government agencies Fixed network service management, project evaluation and coordination Inter-communication between different divisions within Technology Group and assistance on SD (System Design Team) for developing next generation technologies
	Network Assurance & Technical Support Division	Mobile network technical support Fixed network technical support IP based network technical support Network quality assurance
	Network Management Division	24-hour supervision of mobile and fixed system network operation and maintenance Technical support for network operations and customer issues Management of network quality and critical events
	Network Operations and Maintenance - North I, North II, Central and Southern Regions	2G/3G network construction, expansion, operation, maintenance and optimization, including core, transmission and radio networks Fixed network construction, expansion, operation, maintenance and optimization
Consumer Business Group	Customer Service Division	Customer service and call center management Telemarketing sales and retention
	Channel Strategy and Management Office	Channel strategy planning and performance management Sales planning and store management Training and point-of-sale system administration
	Open Channel Sales Division	Open channel development and business execution
	Franchise Division	Supervision of franchisees' product promotion, distribution and customer service
	Direct Store Division	Product sales and customer service at company stores
	Quality Management Division	Cross-function business process improvement and management Customer service quality measurement and monitoring; hosting service quality committee Information security policy making and procedure maintenance; hosting information security management system committee
	Brand Management & Customer Communication Division	Management of brand identity, strategic development, integrated marketing communication, and implementation of ad campaigns Execution of store signage/interior design and cost control Company websites integration and operation, e-marketing implementation, including on-line sales and services
	Business Operations Management Division	Front-end sales/service operation process planning and implementation Back-end resource management and channel performance award management Sales channel logistics and service fulfillment
	Loyalty & VAS Marketing Division	Design and implementation of retention strategy Development and implementation of plans to raise customer loyalty, stimulate usage rate, and lower churn rate Launch of value-added services marketing campaigns Customer behavior analysis and market surveys
	Customer Acquisition & Terminal Marketing Division	Strategy development and execution to attract new customers Strategy implementation to promote and develop customized and promotional handsets, smartphones, netbooks, data cards and accessories Rate plan design and marketing
	Prepaid Business Division	Management of revenue and profit for prepaid cards and calling cards Development and implementation of product offerings, distribution, marketing communication and sales for prepaid cards and calling cards
	Value-added Services (VAS) Business Division	Overall VAS business management and product quality assurance Business strategy setting, product planning, development and management Platform integration and device customization
Product Technology Division	Technical consultation and solution analysis for VAS products and CPE technologies Solution design, system development and delivery for VAS products and marketing promotion VAS platform operation, administration and maintenance	
Home Business Group	Household integrated and innovative digital convergence services, including video (CATV/DTV), broadband internet access (cable modem/FTTx), and wireless voice Implementation of integrated technology solutions for development of new products and VAS to increase video and broadband internet access penetration rate and overall revenue Expansion of two-way optical network to broaden coverage and ensure better internet access quality and stable cable signal	
Enterprise Business Group	Strategy development and business analysis Channel development, sales and customer loyalty management Enterprise ICT integration and bundled products, marketing campaign, operation and execution Enterprise customer services and billing matters Inter-carrier relations and international business (including international roaming) plan and implementation	

Board of Directors

The board of directors, acting on behalf of the Company's shareholders, is charged with the task of supervising the management team. The board, elected and approved during the AGM on June 13, 2008, includes four independent directors, which more than fulfill current regulations requiring public companies to have at least two independent directors. The Audit Committee, composed entirely of independent directors, replaced the position of supervisors. Information regarding the Company's Fifth Board of Directors is detailed below:



Chairman **Richard Tsai**

Vice Chairman **Daniel Tsai**

Director **Harvey Chang**

Representative of Fu-Chi Venture Corp.

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :
Shares 4,849,515
% 0.128

Current shareholding :
Shares 6,387,515
% *91,466,154
0.168
*2.406

Spouse/minor's shareholdings :
Shares 5,651,663
% 0.149%

Education and experience :
· MBA, Stern School, New York University
· Chairman, Fubon Securities Co., Ltd.

Current position(s) in other companies :
· Vice Chairman, Fubon Financial Holding Co., Ltd.
· Chairman, Fubon Life Assurance Co., Ltd.
· Vice Chairman, Taipei Fubon Commercial Bank Co., Ltd.
· Chairman, Taiwan Fixed Network Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :
Title Vice Chairman
Name Daniel Tsai
Relationship Brother

Representative of Fu-Chi Venture Corp

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :
Shares 4,849,515
% 0.128

Current shareholding :
Shares 6,387,515
% *96,644,434
0.168
*2.543

Spouse/minor's shareholdings :
Shares 8,646,863
% 0.227%

Education and experience :
· LL.B., National Taiwan University
· LL.M., Georgetown University
· Chairman, Fubon Insurance
· Chairman, Fubon Land Development Co., Ltd.

Current position(s) in other companies :
· Chairman, Fubon Financial Holding Co., Ltd.
· Chairman, Taipei Fubon Commercial Bank Co., Ltd.
· Vice Chairman, Taiwan Fixed Network Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :
Title Chairman
Name Richard Tsai
Relationship Brother

Representative of TCC Investment Co., Ltd. (Note 1)

Date elected 2009.09.19
Term expires 2011.06.12

Shareholding when elected :
Shares 222,774,179
% 5.861

Current shareholding :
Shares 222,774,179
% *1,526,780
5.861
*0.040

Spouse/minor's shareholdings :
Shares -
% -

Education and experience :
· MBA, Wharton School, University of Pennsylvania
· Senior Vice President, Trust and Foreign departments of Chiao Tung Bank
· Founding President of Grand Cathay Securities Corp.
· President, China Development Corp.
· Chairman, China Securities Investment Trust Corp.
· Vice Chairman, KG Telecommunications Co., Ltd.
· Senior Vice President and Chief Financial Officer, Taiwan Semiconductor Manufacturing Co., Ltd.

Current position(s) in other companies :
· President, Taiwan Mobile Co., Ltd.
· Director and President, Taiwan Fixed Network Co., Ltd.
· Chairman, Taiwan Teleservices & Technologies Co., Ltd.
· Director and President, Taiwan Cellular Co., Ltd.
· Director and President, TCC Investment Co., Ltd.
· Director, Taiwan Super Basketball Co., Ltd.
· Director, TFN Media Co., Ltd.
· Director, Union Cable TV Co., Ltd.
· Director, Yeong Jia Leh Cable TV Co., Ltd.
· Director, Phoenix Cable TV Co., Ltd.
· Director, Globalview Cable TV Co., Ltd.
· Director, Taipei New Horizons Co., Ltd.
· Director and President, Wealth Media Technology Co., Ltd.
· Chairman, TWM Communications (Beijing) Co., Ltd.
· Chairman, IC Broadcasting Co., Ltd.
· Chairman, Taiwan Fund Inc.
· Director, CX Technology Corp.
· Independent Director, Lite-on Technology Corp.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :
Title - Name - Relationship -



Director **Vivien Hsu**

Director **Victor Kung**

Independent Director **Jack J.T. Huang**

Representative of TCC Investment Co., Ltd. (Note 1)

Date elected 2009.09.19
Term expires 2011.06.12

Shareholding when elected :
Shares 222,774,179
% 5.861

Current shareholding :
Shares 222,774,179
% *None
5.861
*None

Spouse/minor's shareholdings :
Shares -
% -

Education and experience :

- MBA, University of New South Wales, Australia
- MBA, National Chengchi University
- Executive Vice President and Chief Financial Officer, KG Telecommunications Co., Ltd.
- President and CEO, Lambda Net Co.
- President and CEO, KGEx.com Co.
- President and CEO, KG Satellite Communication Co., Ltd.
- Chief Financial Officer, Cathay Financial Holding Co.
- Senior Vice President and Chief of Staff, Taiwan Mobile Co., Ltd.
- Chairman, Taiwan Tele-Shop Co., Ltd.
- Senior Consultant and Acting President, Taiwan Fixed Network Co., Ltd.
- Chairman, WinTV Broadcasting Co., Ltd.

Current position(s) in other companies :

- SVP & CFO, Taiwan Mobile Co., Ltd.
- Director and President, Taipei New Horizons Co., Ltd.
- Director, Taiwan Fixed Network Co., Ltd.
- Director, Taiwan Cellular Co., Ltd.
- Director, Union Cable TV Co., Ltd.
- Director, Yeong Jia Leh Cable TV Co., Ltd.
- Director, Phoenix Cable TV Co., Ltd.
- Director, Globalview Cable TV Co., Ltd.
- Director, Wealth Media Technology Co., Ltd.
- Supervisor, TFN Media Ltd.
- Supervisor, TCC Investment Co., Ltd.
- Supervisor, WinTV Broadcasting Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

Representative of Fu-Chi Venture Corp.

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :
Shares 4,849,515
% 0.128

Current shareholding :
Shares 6,387,515
% *None
0.168
*None

Spouse/minor's shareholdings :
Shares -
% -

Education and experience :

- MA in Economics and MBA in Finance, New York University
- Executive Vice President, Walden International Investment Group
- Executive Director, Citicorp Capital Asia Ltd.
- Director of Direct Investments, AIG Investment Corp.

Current position(s) in other companies :

- Director and President, Fubon Financial Holding Co., Ltd.
- Director, Fubon Insurance Co., Ltd.
- Director, Taipei Fubon Commercial Bank Co., Ltd.
- Director, Fubon Asset Management Co., Ltd.
- Director, Fubon Bank (HK) Limited
- Director, Fubon Life Insurance Co., Ltd.
- Supervisor, Fubon Asset Management Consulting Co., Ltd.
- Supervisor, Fubon Financial Holding Venture Capital Co., Ltd.
- Supervisor, Fubon Multimedia Technology Co., Ltd.
- Supervisor, WinTV Broadcasting Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :
Shares -
% -

Current shareholding :
Shares -
% -
-
-

Spouse/minor's shareholdings :
Shares -
% -

Education and experience :

- LL.B., National Taiwan University
- LL.M., Northwestern University
- S.J.D., Harvard University

Current position(s) in other companies :

- Partner-in-charge, Jones Day Taipei
- Director, Yulon Motor Co., Ltd.
- Independent Director, WPG Holdings Ltd.
- Independent Director, Systex Corp.
- Independent Director, Chinatrust Financial Holding Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

Note 1: Former institutional director, TFN Investment Co., Ltd., was merged into TCC Investment Co., Ltd. on September 19, 2009.

Independent Director **Tsung-Ming Chung**Independent Director **Wen-Li Yeh**Independent Director **J. Carl Hsu**

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :

Shares -
% -

Current shareholding :

Shares -
% -

Spouse/minor's shareholdings :

Shares -
% -

Education and experience :

- BBA, National Taiwan University
- MBA, National Chengchi University
- CPA, ROC
- CPA, Connecticut, USA
- Partner, T.N. Soong & Co.
- Instructor, Department of Accounting, National Chengchi University

Current position(s) in other companies :

- Chairman and CEO, Dynapack Technology Corp.
- Independent Director, Chroma Ate, Inc.
- Director, Far Eastern International Commercial Bank
- Director, Unity Opto Technology Co., Ltd.

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :

Shares -
% -

Current shareholding :

Shares -
% -

Spouse/minor's shareholdings :

Shares -
% -

Education and experience :

- Department of Architecture, Chung-Yuan Christian University
- MA and Ph.D. candidate, University of Paris
- EMBA Studies, University of California, Berkeley
- Planner, Council for Economic Planning & Development under the Executive Yuan
- Managing Director, United Pacific International, Inc.
- President, United Communications
- Managing Director and Vice Chairman, United Advertising Co.
- Chairman, Carat-United Media Services (Taiwan) Ltd.
- Chairman, Aegis Media Taiwan

Current position(s) in other companies :

- Chairman of Greater China, Aegis Media

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

Date elected 2008.06.13
Term expires 2011.06.12

Shareholding when elected :

Shares -
% -

Current shareholding :

Shares -
% -

Spouse/minor's shareholdings :

Shares -
% -

Education and experience :

- BSEE, National Taiwan University
- Ph.D. and MS in Computer Science, UCLA
- Senior executive, AT&T, Bell Labs and Lucent Technologies Communications Software Group
- Professor, National Tsing Hua University in Taiwan, Peking University and others

Current position(s) in other companies :

- Professor, Peking University and other universities
- Board member of Rogers Corp., USA

Officer, director, or supervisor is a spouse or consanguineous within two degrees :

Title -
Name -
Relationship -

* Personal shareholding

1. Major shareholders of TWM's institutional investors

As of January 31, 2010

Institutional investor	Major shareholders
Fu-Chi Venture Corp.	Richard Tsai (50.20%), Mei-Hui Ueng Tsai (49.75%), Cheng Ru Tsai (0.05%)
TCC Investment Co., Ltd.	Taiwan Cellular Co., Ltd. (100%)

2. Major shareholders of companies mentioned on the right hand side of the table above

As of January 31, 2010

Company	Major shareholders
Taiwan Cellular Co., Ltd.	Taiwan Mobile Co., Ltd. (100%)

3. Independence criteria of directors and supervisors

As of January 31, 2010

Name	Over five years of experience in business, finance, legal and/or other areas related to the Company's business	Independence criteria (Notes)										No. of public companies in which he or she also serves as an independent director
		1	2	3	4	5	6	7	8	9	10	
Richard Tsai	V						V	V		V		
Daniel Tsai	V						V	V		V		
Harvey Chang	V				V			V	V	V		1
Vivien Hsu	V			V	V			V	V	V		
Victor Kung	V	V		V	V		V	V	V	V		
Jack J.T. Huang	V	V	V	V	V	V	V	V	V	V	V	3
Tsung-Ming Chung	V	V	V	V	V	V	V	V	V	V	V	1
Wen-Li Yeh	V	V	V	V	V	V	V	V	V	V	V	
J. Carl Hsu	V	V	V	V	V	V	V	V	V	V	V	

"V" denotes meeting the conditions specified above

Criterion 1: Not an employee of the Company or its affiliated companies

Criterion 2: Not a director or supervisor of the Company's affiliated companies

Criterion 3: Neither a shareholder that directly or indirectly owns more than 1% of the Company's outstanding shares, nor one of the Company's top 10 individual shareholders

Criterion 4: Not a spouse or a relative within second degree by affinity, or within five degrees by consanguinity to any person specified in criteria 1 to 3

Criterion 5: Neither a director, supervisor, or employee of an entity that directly and/or indirectly holds more than 5% of the Company's shares, nor one of the Company's top five shareholders

Criterion 6: Not a director, supervisor, manager, or shareholder owning more than 5% of the outstanding shares of certain companies that have financial or business relationship with the Company

Criterion 7: Not an owner, partner, director, supervisor, manager, or spouse of any of the aforementioned, of any sole proprietorship, partnership, company, or institution that provided financial, commercial, legal consultation, and other services to the Company or its affiliates within the past year

Criterion 8: Not a spouse or relative within second degree by affinity to other directors

Criterion 9: Not in contravention of Article 30 of the Company Law

Criterion 10: Not an institutional shareholder or its representative pursuant to Article 27 of the Company Law

Employee Bonus and Compensation to Directors and Supervisors

1. Earnings distribution plan according to the Company's Articles of Incorporation

According to the Company's Articles of Incorporation, annual net income after deducting previous years' losses, appropriating 10% thereof for legal reserves, and setting aside special reserves, shall be distributed in the following order:

1. Dividends and bonuses to preferred stockholders;
2. Maximum of 0.3% as compensation to directors;
3. 1% to 3% as bonuses to employees;
4. Remainder thereafter to be set aside for stock/cash dividends to shareholders as determined in the annual shareholders' meeting.

The board of directors is empowered to decide the allocation of stock bonuses to employees. Recipients are to include qualified employees of subsidiaries. Compensation to specific directors is calculated based on their respective involvement in the Company's operations and contribution to the Company.

2. Earnings distributed as employee bonus and compensation to directors and supervisors in the previous year

An employee cash bonus of NT\$414,697,375 and compensation to directors of NT\$41,469,738, as approved in the 2009 board of directors' and shareholders' meetings, were duly paid in 2009.

3. 2009 employee bonus and compensation to directors and supervisors proposal adopted by the board of directors

1. **The board of directors proposed to distribute an employee cash bonus of NT\$374,825,512 and compensation to directors of NT\$37,482,551.**
2. **Proposed employee stock bonus as a percentage of retained earnings distributed:** None.
3. **Pro forma earnings per share after employee bonus and compensation to directors:** NT\$4.66. (Equals to EPS, as employee bonuses and directors' compensation were expensed since January 1, 2008)
4. **Pro forma earnings per share after employee stock bonus:** NT\$4.66. (Equals to EPS, as the Company distributed employee bonus in the form of cash)

The above-mentioned proposals are subject to BOD and 2010 AGM approval.

4. Compensation to directors and supervisors over the past two years

Unit: NT\$

Type	Year	Compensation to directors	As a % of net profit	Compensation to supervisors	As a % of net profit	Net profit
On a stand-alone basis	2008	153,186,899	1.00%	1,471,522*	0.01%	15,371,385,543
	2009	150,669,456	1.08%	NA	NA	13,888,862,693
On a consolidated basis	2008	157,837,315	1.03%	1,471,522*	0.01%	15,382,248,644
	2009	152,591,867	1.10%	NA	NA	13,890,516,183

*Compensation paid from January to June 2008 before supervisors were replaced by the Audit Committee.

5. Compensation to managers over the past two years

Unit: NT\$

Type	Year	Compensation to managers	As a % of net profit	Net profit
On a stand-alone basis	2008	269,733,515	1.75%	15,371,385,543
	2009	267,370,076	1.93%	13,888,862,693
On a consolidated basis	2008	279,305,499	1.82%	15,382,248,644
	2009	279,175,395	2.01%	13,890,516,183

6. Compensation to directors, supervisors and managers

Guiding principles for compensation to directors and supervisors:

1. Remuneration policies, standards and package

- (1) The Board is authorized to decide the remuneration for the Chairman and Vice Chairman, but this should not be higher than the remuneration payable to the CEO of the Company.
- (2) Directors and supervisors are paid according to the resolution of earnings distribution approved at the annual general shareholders' meeting. The remuneration or other equivalent allowance for directors and supervisors are based on their involvement in the Company's operations and contribution to the Company, the "Rules for Setting Director's Remuneration" and industry norm.
- (3) Transportation allowances are paid quarterly based on attendance in board meetings and for services rendered as members of the Corporate Governance Committee and Audit Committee

2. Procedure for setting remuneration

- (1) In accordance with the Company's Articles of Incorporation, compensation to directors and supervisors shall not exceed 0.3% of the Company's annual net income after deducting previous years' losses, appropriating 10% thereof for legal reserves, and setting aside special reserves.
- (2) Transportation allowances are subject to discussion and assessment by the Corporate Governance Committee, and then forwarded to the Board for approval.

3. Performance factor

Compensation to each director or supervisor is assessed based on his/her contribution to the operation of the Company and the Board. The Corporate Governance Committee and the Board review the compensation mechanism periodically, taking the Company's future operating risks into consideration.

1. Compensation to directors

Title		Chairman	Vice Chairman	Director	Director		
Name		Richard Tsai, Representative of Fu-Chi Venture Corp.	Daniel Tsai, Representative of Fu-Chi Venture Corp.	Harvey Chang, Representative of TCC Invest- ment Co., Ltd. (Note 1)	Vivien Hsu, Representative of TCC Invest- ment Co., Ltd. (Note 1)		
Director's compensation	Cash compensa- tion (A)	Stand-alone	-	-	-	-	
		Consolidated	-	-	-	-	
	Retirement pay (B)	Stand-alone	-	-	-	-	
		Consolidated	-	-	-	-	
	Earnings paid as compensation to directors (C)	Stand-alone	5,407,970	4,055,977	2,703,984	4,055,977	
		Consolidated	5,407,970	4,055,977	2,703,984	4,055,977	
	Professional fee (D)	Stand-alone	210,000	120,000	140,000	340,000	
		Consolidated	369,000	261,000	398,000	340,000	
A+B+C+D as % of net profit		Stand-alone	0.04%	0.03%	0.02%	0.02%	
		Consolidated	0.04%	0.03%	0.02%	0.02%	
Total employee compensation	Performance- based salary (E)	Stand-alone					
		Consolidated					
	Retirement pay of employees (F)	Stand-alone					
		Consolidated					
	Earnings paid as bonus to em- ployees (G)	Stand-alone	Cash bonus				
			Stock bonus	-	-	-	-
		Consolidated	Cash bonus				
			Stock bonus	-	-	-	-
Employee stock option granted (H)	Stand-alone	-	-	-	-		
	Consolidated	-	-	-	-		
A+B+C+D+E+F+G+H as % of net profit		Stand-alone					
		Consolidated					
Compensation from investees other than subsidiaries							
Other allowances							

Unit: NT\$

	Director	Independent Director	Independent Director	Independent Director	Independent Director	Director	Director	
	Victor Kung, Representative of Fu-Chi Venture Corp.	Jack J.T. Huang	Tsung-Ming Chung	Wen-Li Yeh	J. Carl Hsu	Benny Chen, Representative of Taiwan Fixed Network Co., Ltd. (Note 2)	Howard Lin, Representative of Taiwan Fixed Network Co., Ltd. (Note2)	Total
	-	-	-	-	-	-	-	-
	-	-	-	-	-	1,032,000	-	1,032,000
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	2,703,984	4,055,977	4,055,977	4,055,977	4,055,977	1,841,372	1,841,372	37,482,551
	2,703,984	4,055,977	4,055,977	4,055,977	4,055,977	1,841,372	1,841,372	37,482,551
	120,000	340,000	380,000	320,000	320,000	120,000	120,000	2,330,000
	120,000	340,000	380,000	320,000	320,000	120,000	120,000	3,092,000
	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.01%	0.29%
	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.01%	0.30%
								84,638,726
								84,767,128
								216,000
								216,000
								26,002,188
	-	-	-	-	-	-	-	-
								26,002,188
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
								1.08%
								1.10%
								None
								2,242,476

Note 1: Former institutional director, TFN Investment Co., Ltd., was merged into TCC Investment Co., Ltd. on September 19, 2009.

Note 2: The representative of Taiwan Fixed Network Co., Ltd. was discharged as director on September 18, 2009 following the transfer of more than half of TFN's shares in the Company.

2. Range of compensation to directors

Since no net loss was reported for two consecutive years and none of the directors' holding fell below requirements for three consecutive months in the most recent year, the Company will distribute compensation to directors as follows:

Range of compensation to directors	Name of directors			
	Director's compensation		Director's compensation + Total employee compensation	
	On a stand-alone basis	On a consolidated basis	On a stand-alone basis	On a consolidated basis
NT\$0~NT\$1,999,999	Richard Tsai, Daniel Tsai, Harvey Chang, Vivien Hsu, Victor Kung, Benny Chen, Howard Lin	Richard Tsai, Daniel Tsai, Harvey Chang, Vivien Hsu, Victor Kung, Benny Chen, Howard Lin	Victor Kung, Benny Chen, Howard Lin	Victor Kung, Benny Chen, Howard Lin
NT\$2,000,000~NT\$4,999,999	Jack J.T. Huang, Tsung-Ming Chung, Wen-Li Yeh, J. Carl Hsu, Taiwan Fixed Network Co., Ltd.	Jack J.T. Huang, Tsung-Ming Chung, Wen-Li Yeh, J. Carl Hsu, Taiwan Fixed Network Co., Ltd.	Jack J.T. Huang, Tsung-Ming Chung, Wen-Li Yeh, J. Carl Hsu, Taiwan Fixed Network Co., Ltd.	Jack J.T. Huang, Tsung-Ming Chung, Wen-Li Yeh, J. Carl Hsu, Taiwan Fixed Network Co., Ltd.
NT\$5,000,000~NT\$9,999,999	TCC Investment Co., Ltd.			
NT\$10,000,000~NT\$14,999,999	Fu-Chi Venture Corp.	Fu-Chi Venture Corp.	Fu-Chi Venture Corp.	Fu-Chi Venture Corp.
NT\$15,000,000~NT\$29,999,999	-	-	Richard Tsai, Daniel Tsai, Vivien Hsu	Richard Tsai, Daniel Tsai, Vivien Hsu
NT\$30,000,000~NT\$49,999,999	-	-	-	-
NT\$50,000,000~NT\$99,999,999	-	-	Harvey Chang	Harvey Chang
NT\$100,000,000 and above	-	-	-	-

3. Compensation to supervisors:

Not applicable

4. Compensation to managers

Guiding principles for compensation to the president and vice presidents are as follows:

(1) Compensation to the president and vice presidents comprises a fixed monthly salary and performance bonus.

(2) Performance bonuses are determined based on the president's or the vice presidents' contribution to the Company and the results of an annual performance appraisal.

(3) The Human Resources Department is tasked with preparing the annual compensation to the president and vice presidents and submitting a report to the independent directors of the Corporate Governance Committee.

Title and name	President and Chief Executive Officer, Harvey Chang; Chief Operating Officer of the Consumer Business Group, Cliff Lai; Chief Operating Officer of the Enterprise Business Group, George C. Chou; Chief Technology Officer and Chief Operating Officer of Home Business Group, James Jeng; Chief Financial Officer, Vivien Hsu; Vice President, C.A. Chuang; Vice President, Ariel Hwang; Vice President, Jay Hong; Vice President, H.S. Wang; Vice President, Andrew Wong; Vice President, James Chang ;Vice President, Ruth Liaw; Vice President, Rosie Yu; Vice President, Techi Juan; Vice President, Egon Chen; Vice President, Chien Chen; Deputy Chief Operating Officer of the Consumer Business Group, Jeff Ku; Vice President, Sean Hsieh; Vice President, Jerry Chu; Vice President, Paul Huang; Vice President, Simon Wang; Vice President, Joseph Yang		Resigned managers/ Managers transferred to affiliated companies	Total	
Salary (A)	Stand-alone	105,877,607	17,300,813	123,178,420	
	Consolidated	111,327,607	19,059,146	130,386,753	
Pension (B) (Note 1)	Stand-alone	2,097,000	153,000	2,250,000	
	Consolidated	2,268,000	216,000	2,484,000	
Performance-based salary (C)	Stand-alone	74,578,654	4,694,571	79,273,225	
	Consolidated	77,716,640	5,919,571	83,636,211	
Employee profit sharing (D)	Stand-alone	Cash	62,668,431	-	62,668,431
		Stock	-	-	-
	Consolidated	Cash	62,668,431	-	62,668,431
		Stock	-	-	-
A+B+C+D as a % of net profit	Stand-alone	1.77%	0.16%	1.93%	
	Consolidated	1.83%	0.18%	2.01%	
Employee stock options	Stand-alone	-	-	-	
	Consolidated	-	-	-	
Compensation from investees other than subsidiaries			-	-	
Other allowances	Stand-alone	3,065,691	1,072,326	4,138,017	
	Consolidated	4,447,392	1,072,326	5,519,718	

Note 1: The Company's contribution to employee's pension account, not actual amount paid.

Names of managers and their employee bonus distribution were the same as the table above.

Range of compensation to managers

Range of compensation to management	Name of senior management	
	2009	
	On a stand-alone basis	On a consolidated basis
NT\$0~NT\$1,999,999	-	-
NT\$2,000,000~NT\$4,999,999	Vice President, Joseph Yang	-
NT\$5,000,000~NT\$9,999,999	Chief Technology Officer and Chief Operating Officer of the Home Business Group, James Jeng; Former Chief Technology Officer, Frank Lin; Former Chief Strategy Officer, Dr. JC Dorng; Deputy Chief Operating Officer of the Consumer Business Group, Jeff Ku; Vice President, Rosie Yu; Vice President, C.A. Chuang; Vice President, Ruth Liaw; Vice President, Ariel Hwang; Vice President, Simon Wang; Vice President, Jerry Chu; Vice President, Egon Chen; Vice President, Chien Chen; Vice President, Tech Juan; Vice President, Jay Hong; Vice President, Andrew Wong; Vice President, H.S. Wang; Vice President, Paul Huang; Vice President, Sean Hsieh; Former Vice President, D.S. Chiou	Former Chief Strategy Officer, Dr. JC Dorng; Deputy Chief Operating Officer of the Consumer Business Group, Jeff Ku; Former Chief Technology Officer, Frank Lin; Vice President, Rosie Yu; Vice President, C.A. Chuang; Vice President, Ruth Liaw; Vice President, Ariel Hwang; Vice President, Simon Wang; Vice President, Jerry Chu; Vice President, Egon Chen; Vice President, Chien Chen; Vice President, Tech Juan; Vice President, Jay Hong; Vice President, Andrew Wong; Vice President, H.S. Wang; Vice President, Paul Huang; Vice President, Sean Hsieh; Vice President, Joseph Yang; Former Vice President, D.S. Chiou
NT\$10,000,000~NT\$14,999,999	Chief Operating Officer of the Consumer Business Group, Cliff Lai; Chief Operating Officer of the Enterprise Business Group, George C. Chou; Vice President, James Chang	Chief Operating Officer of the Consumer Business Group, Cliff Lai; Chief Technology Officer and Chief Operating Officer of the Home Business Group, James Jeng; Chief Operating Officer of the Enterprise Business Group, George C. Chou; Vice President, James Chang
NT\$15,000,000~NT\$29,999,999	Chief Financial Officer, Vivien Hsu	Chief Financial Officer, Vivien Hsu
NT\$30,000,000~NT\$49,999,999	-	-
NT\$50,000,000~NT\$99,999,999	President and Chief Executive Officer, Harvey Chang	President and Chief Executive Officer, Harvey Chang
NT\$100,000,000 and above	-	-
Total	25	25

Note: Compensation paid to managers in the above table was based on tenure. Compensation paid to managers who also served as directors is detailed in the "Compensation to directors" table.

7. Accounting treatment for the deviation between estimated and actual distribution amount of employee bonus and compensation to directors and supervisors

Should there be a significant adjustment on the distribution amount approved by the Board from the previous accrued estimation after year-end, the accrued amount should be revised accordingly. But should there be another change in the amount approved at the annual shareholders' meeting, the adjustment should be treated as a "change in accounting estimation" i.e. the difference from the BOD resolution should be booked in the year the AGM was held.

Management Team

Corporate Support

Corporate Support

Corporate Support provides vital support and assistance to management and workers alike, focusing on improving operational work flow and execution, as well as adapting to changes in the market.



President and Chief Executive Officer **Harvey Chang**

Effective date	2003.09.08	<ul style="list-style-type: none"> Chairman, China Securities Investment Trust Corp. Vice Chairman, KG Telecommunications Co., Ltd. Senior Vice President and Chief Financial Officer, Taiwan Semiconductor Manufacturing Co., Ltd. 	<ul style="list-style-type: none"> Director and President, Taiwan Cellular Co., Ltd. Director and President, TCC Investment Co., Ltd. Director, Taiwan Super Basketball Co., Ltd. Director, TFN Media Co., Ltd. Director, Union Cable TV Co., Ltd. Director, Yeong Jia Leh Cable TV Co., Ltd. Director, Phoenix Cable TV Co., Ltd. Director, Globalview Cable TV Co., Ltd. Director, Taipei New Horizons Co., Ltd. Director and President, Wealth Media Technology Co. Ltd. Chairman, TWM Communications (Beijing) Co. Ltd. 	<ul style="list-style-type: none"> Chairman, IC Broadcasting Co., Ltd. Chairman, Taiwan Fund Inc. Director, CX Technology Corp. Independent Director, Lite-on Technology Corp.
Shareholding / %	1,526,780			
Spouse/minor's shareholding / %	0.040			
Education and experience :		<ul style="list-style-type: none"> MBA, Wharton School, University of Pennsylvania Senior Vice President, Chiao Tung Bank's Trust and Foreign departments Founding President of Grand Cathay Securities Corp. President, China Development Corp. 	Current position(s) in other companies : <ul style="list-style-type: none"> Director, Taiwan Mobile Co., Ltd. Director and President, Taiwan Fixed Network Co., Ltd. Chairman, Taiwan Teleservices & Technologies Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -

Vice President **C.A. Chuang**

Effective date	2003.12.01	Education and experience : <ul style="list-style-type: none"> MBA, International Institute for Management Development, Switzerland MS in Industrial Education, National Taiwan Normal University Manager, Human Resources Department, China Steel Corp. Vice President, TransAsia Telecommunications Inc. 	Current position(s) in other companies : None	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	15,927			
Spouse/minor's shareholding / %	0.000			

Vice President **Ariel Hwang**

Effective date	2004.03.01	Education and experience : <ul style="list-style-type: none"> EMBA, National Taiwan University LL.B., National Taiwan University LL.M., National Taipei University Judge, Taoyuan District Court, Taiwan Judge, Banciao District Court, Taiwan Judge, Taipei District Court, Taiwan Judge, Taiwan High Court 	Current position(s) in other companies : <ul style="list-style-type: none"> Supervisor, Union Cable TV Co., Ltd. Supervisor, Yeong Jia Leh Cable TV Co., Ltd. Supervisor, Phoenix Cable TV Co., Ltd. Supervisor, Global View Cable TV Co., Ltd. Supervisor, Wealth Media Technology Co., Ltd. Supervisor, Taipei New Horizons Co., Ltd. Legal Consultant, Fubon Financial Holding Co., Ltd. Legal Consultant, Taiwan Fixed Network Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	-			
Spouse/minor's shareholding / %	-			

Vice President **Jay Hong**

Effective date	2004.05.06	Education and experience : <ul style="list-style-type: none"> EMBA, National Sun Yat-Sen University Engineering Supervisor, Engineering Division, Nan Ya Plastics Director, Procurement Division, TransAsia Telecommunications Inc. Vice President, Customer Service Division, TransAsia Telecommunications Inc. Vice President, Direct Store Division, Taiwan Mobile Co., Ltd. President, Taiwan Teleservices & Technologies Co., Ltd. 	Current position(s) in other companies : None	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	100,000			
Spouse/minor's shareholding / %	0.003			

Vice President HS Wang

Effective date	2005.05.01	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	51,241	<ul style="list-style-type: none"> · Ph.D. in Electrical and Computer Engineering, Rutgers, The State University of New Jersey · Lecturer/Assistant Professor, Information Engineering Department, The Chinese University of Hong Kong · Vice President, Mediatec Corp. · Vice President, First International Telecom 	<ul style="list-style-type: none"> · Director, Taiwan Super Basketball Co., Ltd 	
Spouse/minor's shareholding / %	0.001			Title - Name - Relationship -

Vice President Andrew Wong

Effective date	2003.12.01	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	31,764	<ul style="list-style-type: none"> · MBA, George Washington University · Manager, Johnson, Bassin & Shaw · Manager, MCI Communications · Vice President, Far EastTone Telecommunications Co., Ltd. 	None	
Spouse/minor's shareholding / %	0.001			Title - Name - Relationship -

Vice President James Chang

Effective date	2004.09.17	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	191,205	<ul style="list-style-type: none"> · MS in Computer Science, University of Illinois, Chicago · District Manager, AT&T Laboratories · Senior Delivery Manager, IBM Global Services · Senior Director, TBCommerce Network Corp. · Director, AT&T Laboratories 	None	
Spouse/minor's shareholding / %	0.005			Title - Name - Relationship -

Vice President Daphne Yang

Effective date	2010.01.04	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	-	<ul style="list-style-type: none"> · M.A. in Theatre Production, University of Hull, UK · Strategic Planning Manager, JWT Advertising Agency · Strategic Planning Director/Business Development Director, D'Arcy Advertising Agency · General Manager, Senses Strategic Network · Vice President, Acquisition & Terminals Marketing Division, Taiwan Mobile Co., Ltd. · President, Nanjing Xing-gi Real Estate Development Co., Ltd. 	None	
Spouse/minor's shareholding / %	-			Title - Name - Relationship -

Finance Group

The Finance Group strives to meet international standards and practices in corporate governance, promote financial transparency through discreet information disclosure to the Board of Directors and related parties on the Company's operation and road map, as well as maintain an open communication channel with local and foreign investors. The group also helps all business divisions to make good use of the Company's financial resources through effective cost control and sound financial and investment planning.



Senior Vice President and Chief Financial Officer Vivien Hsu

Effective date	2007.07.02	<ul style="list-style-type: none"> · President and CEO, KGEx.com Co. · President and CEO, KG Satellite Communication Co., Ltd. · Chief Financial Officer, Cathay Financial Holding Co. · Senior Vice President and Chief of Staff, Taiwan Mobile Co., Ltd. · Chairman, Taiwan Tele-Shop Co., Ltd. · Senior Consultant and Acting President, Taiwan Fixed Network Co., Ltd. · Chairman, WinTV Broadcasting Co., Ltd. 	Current position(s) in other companies : <ul style="list-style-type: none"> · Director, Taiwan Mobile Co., Ltd. · Director and President, Taipei New Horizons Co., Ltd. · Director, Taiwan Cellular Co., Ltd. · Director, Taiwan Fixed Network Co., Ltd. · Director, Union Cable TV Co., Ltd. · Director, Yeong Jia Leh Cable TV Co., Ltd. · Director, Phoenix Cable TV Co., Ltd. · Director, Globalview Cable TV Co., Ltd. · Director, Wealth Media Technology Co., Ltd. · Supervisor, TFN Media Ltd. · Supervisor, TCC Investment Co., Ltd. · Supervisor, WinTV Broadcasting Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	-			
Spouse/minor's shareholding / %	-			
Education and experience :				
<ul style="list-style-type: none"> · MBA, University of New South Wales, Australia · MBA, National Chengchi University · Executive Vice President and Chief Financial Officer, KG Telecommunications Co., Ltd. · President and CEO, Lambda Net Co. 				

Vice President Rosie Yu

Effective date	2006.02.06	Education and experience : <ul style="list-style-type: none"> · BA, National Taiwan University · Executive Vice President, China Securities Co., Ltd. · General Manager, Citicorp International Securities Ltd., Taipei Branch · General Manager, Credit Lyonnais Securities (Asia) Ltd., Taipei Branch · President, Global Investment Holdings Co., Ltd. · Chairman, Global Investment Advisory (HK) Ltd. 	Current position(s) in other companies : <ul style="list-style-type: none"> · Supervisor, Taiwan Cellular Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	-			
Spouse/minor's shareholding / %	-			

Vice President Ruth Liaw

Effective date	2006.05.15	Education and experience : <ul style="list-style-type: none"> · MBA, National Chengchi University · Partner, Arthur Andersen & Co. · CFO, Arima Computer Corp. 	Current position(s) in other companies : <ul style="list-style-type: none"> · Director, Taiwan Fixed Network Co., Ltd. · Director, Taiwan Cellular Co., Ltd. · Supervisor, Taiwan Teleservices & Technologies Co., Ltd. · Supervisor, Union Cable TV Co., Ltd. · Supervisor, Yeong Jia Leh Cable TV Co., Ltd. · Supervisor, Phoenix Cable TV Co., Ltd. · Supervisor, Globalview Cable TV Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	36,000			
Spouse/minor's shareholding / %	0.001			

Technology Group

Stability and adaptability best describe the Technology Group's short to long-term mission. Aside from offering a solid technology platform that ensures high network quality, the group continues to implement forward-looking analysis of technology and products on the deployment of network and base stations, together with adjustments to cope with real demand, industry and regulatory trends, and changes to enhance the Company's leading edge.

Under the trend of digital convergence, the Group strives to support an array of new telecom and multi-media services via IP based technologies as well as consolidation of networks.



SVP, CTO and COO of Home Business Group James Jeng

Effective date	2009.01.01	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	58,000	<ul style="list-style-type: none"> · Ph.D. in Electrical and Computer Engineering, New York State University, USA · Technical staff, AT&T, Bell Labs, USA · Executive Vice President, United Fiber Optic Communication, Inc. · President, Asia Pacific Online · CEO, Asia Pacific Broadband Telecom · CEO, Asia Pacific Broadband Wireless · CEO, Asia Pacific Telecom Group · Senior Adviser, Taiwan Mobile Co., Ltd. · Chief Technology Officer and Chief Operating Officer of the Home Business Group, Taiwan Mobile Co., Ltd. 	<ul style="list-style-type: none"> · President, TFN Media Co., Ltd. · Chairman, Win TV Broadcasting Co., Ltd. · Chairman, Union Cable TV Co., Ltd. · Chairman, Yeong Jia Leh Cable TV Co., Ltd. · Chairman, Phoenix Cable TV Co., Ltd. · Chairman, Globalview Cable TV Co., Ltd. · Director, Wealth Media Technology Co., Ltd. 	
Spouse/minor's shareholding / %	0.002			Title - Name - Relationship -

Vice President Techí Juan

Effective date	2002.05.21	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	103,960	<ul style="list-style-type: none"> · MS in Electronics Engineering, University of Missouri, Columbia · Engineer, Lucent Technologies Telecommunications Taiwan Co. · Technical Manager, Asia Pacific Intellectual Property Association · Senior Director, Taiwan Mobile Co., Ltd. 	None	
Spouse/minor's shareholding / %	0.003			Title - Name - Relationship -

Vice President Egon Chen

Effective date	2004.02.16	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	123,259	<ul style="list-style-type: none"> · BS in Electronics Engineering, Tamkang University · Project Manager, Siemens Telecommunication Systems Ltd. · Director, Suretone Telecom, Inc. · Director, Taiwan Mobile Co., Ltd. · Senior Director, Taiwan Fixed Network Co., Ltd. · Vice President, Howin Technologies 	None	
Spouse/minor's shareholding / %	0.003			Title - Name - Relationship -

Vice President Chien Chen

Effective date	2004.02.16	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	6,000	<ul style="list-style-type: none"> · National Taipei Institute of Technology · Manager, Siemens Telecommunication Systems Ltd. · Director, Suretone Telecom, Inc. · Vice President, Taiwan Fixed Network Co., Ltd. · Vice President, Howin Technologies 	None	
Spouse/minor's shareholding / %	0.000			Title - Name - Relationship -

Consumer Business Group

Consumer Business Group

The Consumer Business Group (CBG) is devoted to promoting the Company's vision of "creating the best mobile communications experience" to enable customers to embrace their lives with ease and confidence. Working from the perspective of the customer, the group develops products and services based on CBG's observation of customer behavior to better anticipate their needs and demands. The group also provides useful, innovative and interesting value-added services such as mobile internet and 3.5G data cards that allow users to enjoy mobile broadband anytime and anywhere. The Company has built a comprehensive and convenient service network to ensure customer satisfaction and loyalty, and CBG is committed to delivering the best mobile experience to make customers truly feel and believe its slogan "Taiwan Mobile, my mobile!"



Consumer Business Group

Senior Vice President and Chief Operating Officer **Cliff Lai**

Effective date	2007.08.01	Education and experience : <ul style="list-style-type: none">· EMBA, National Chengchi University· MS in Electrical Engineering, North Carolina State University, USA· Researcher, AT&T Laboratories· Vice President, Tecom Co. Ltd.· Vice President, Mobitai Communications Co., Ltd.· President, Reach and Range, Inc.· Senior Vice President, Taiwan Fixed Network Co., Ltd.· CEO, Fu Yang Media Technology Co., Ltd.	Current position(s) in other companies : <ul style="list-style-type: none">· Director, Taiwan Teleservices & Technologies Co., Ltd.· Director and President, Taiwan Super Basketball Co., Ltd.· Director, Taiwan Internet Association (TWIA)· Director, Taiwan Network Information Center (TWNIC)	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	224,611			
Spouse/minor's shareholding / %	0.006			

Vice President and Deputy Chief Operating Officer **Jeff Ku**

Effective date	2005.06.06	Education and experience : <ul style="list-style-type: none">· EMBA, National Taiwan University· MBA, University of Wollongong, Australia· Director, Far Eastone Telecommunications Co., Ltd.· Vice President, Taiwan High Speed Rail Corp.	Current position(s) in other companies : <ul style="list-style-type: none">· Director, TWM Communications (Beijing) Co., Ltd.	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	63,604			
Spouse/minor's shareholding / %	0.002			

Vice President **Sean Hsieh**

Effective date	2003.12.08	Education and experience : <ul style="list-style-type: none">· BS in Business Administration and Sociology, Fu Jen Catholic University, University of Texas, Austin· Account Supervisor, Bozell CCAA· Group Account Director, Series DMB&B Communications· Marketing and Sales Manager, PUMA North Asia Ltd., Taiwan Branch· Marketing Director, TransAsia Telecommunications, Inc.· Vice President, TransAsia Telecommunications, Inc.· Vice President, Enterprise Solution and Channel Sales, Taiwan Mobile Co., Ltd.	Current position(s) in other companies : None	Manager, director, or supervisor is a spouse or consanguineous within two degrees : Title - Name - Relationship -
Shareholding / %	303,774			
Spouse/minor's shareholding / %	0.008			

Consumer Business Group

Vice President Jerry Chu

Effective date	2003.12.01	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	460,000	<ul style="list-style-type: none"> · MBA, University of Toronto, Canada · LL.B., Department of Law, National Taiwan University · Director, Finance Management Division, KG Telecom · Director, Business Process Management Division, KG Telecommunications Co., Ltd. · Director, Revenue Assurance Division, KG Telecommunications Co., Ltd. · Vice President, Quality Director, Corporate Banking, Citibank, N.A., Taipei Branch · Vice President, CitiService Head, Corporate Banking, Citibank, N.A., Taipei Branch · Vice President, Senior Country Operations Officer, Operations and Technology Head, Global Transaction Service, Citibank, N.A., Taipei Branch 	<ul style="list-style-type: none"> · Supervisor, Taiwan Fixed Network Co., Ltd. · Director and President, Taiwan Teleservices & Technologies Co., Ltd. 	
Spouse/minor's shareholding / %	0.012			Title - Name - Relationship -

Vice President Paul Huang

Effective date	2008.01.21	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	221,487	<ul style="list-style-type: none"> · MS in Computer Science, Bradley University, USA · Supervisor, Siemens Telecommunication Systems Ltd. · Account and Project Manager, Nortel, Taiwan Branch · Vice President, Business Development, Hong Kong Telecom, Taiwan Branch · Vice President, Sales and Services, Far Eastone Telecommunications Co., Ltd. · Vice President, Business and Operations, Far Eastern Electronic Toll Collection Co., Ltd. 	None	
Spouse/minor's shareholding / %	0.006			Title - Name - Relationship -

Vice President Simon Wang

Effective date	2004.10.11	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	101,024	<ul style="list-style-type: none"> · EMBA, National Taiwan University · BS in Telecommunications Engineering, National Chiao Tung University · Manager, Technology & Quality Division, Philips Electronics Industry Co., Ltd. · General Manager, Philips Optel Division Corp. · General Manager, Fu Shing Can Manufacturing Co., Ltd. · General Manager, ICAN Manufacturing Co., Ltd. · Director, TECO Optical Electronics Co., Ltd. · Factory Manager, YATE PCB Co., Ltd. · Executive Vice President, TransAsia Telecommunications, Inc. 	None	
Spouse/minor's shareholding / %	0.003			Title - Name - Relationship -

Home Business Group

Home Business Group

Tasked with promoting “TWM Broadband,” the Home Business Group (HBG) consolidates the group’s mobile, fixed network, cable TV and channel resources to provide households with digital convergence services, including video (CATV/IPTV/DTV), broadband internet access (cable modem/FTTx), mobile and content. HBG hopes to excel in providing customers with the best experience, product offerings and services, and become the top choice for triple play for every family.

SVP, CTO and COO of Home Business Group James Jeng

Information please refer to Technology Group



Enterprise Business Group

Enterprise Business Group

The Enterprise Business Group (EBG) provides enterprises with an integrated information and communication service called “TWM Solution” by consolidating the resources of TFN, TTN and TWM. To ensure high-quality information and communication services, EBG offers customized industry solutions that cater to businesses’ diverse requests. TWM Solution endeavors to meet enterprises’ telecommunications and management needs, increase their operational efficiency, and provide more value-added and user-friendly services. TWM aims not only to work with enterprise customers, but to grow and develop long-term win-win partnerships.



Senior Vice President and Chief Operating Officer **George C. Chou**

Effective date	2007.11.26	Education and experience :	<ul style="list-style-type: none"> · Chairman, Union Cable TV Co., Ltd. · Chairman, Phoenix CATV Co., Ltd. · Chairman, Globalview CATV Co., Ltd. 	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	250,955	<ul style="list-style-type: none"> · MS in Mathematics, Colorado State University, USA · Business Development Manager, Siemens Telecommunication Systems Ltd. 	Current position(s) in other companies : <ul style="list-style-type: none"> · COO, Taiwan Fixed Network Co., Ltd. · Director, Taiwan Teleservices & Technologies Co., Ltd. · Director, TWM Communications (Beijing) Co. Ltd. · Director, Taiwan Acceptance Co., Ltd. 	Title -
Spouse/minor's shareholding / %	0.007	<ul style="list-style-type: none"> · Special Assistant to the President, Siemens Telecommunication Systems Ltd. · Managing Director, Siemens Nixdorf Information Systems Ltd., Taiwan Branch · General Manager, PCCW (formerly Hong Kong Telecom) · Director of Taiwan Operations, PCCW · Vice Chairman and CEO, Taiwan Telecommunication Network Services Co., Ltd. · CEO, Fu Yang Media Technology Co., Ltd. · Senior Consultant, Taiwan Mobile Co., Ltd. · Chairman, North Coast Cable TV Co., Ltd. · Chairman, Yeong Jia Leh Cable TV Co., Ltd. 		Name -
				Relationship -

Vice President **Joseph Yang**

Effective date	2007.11.09	Education and experience :	Current position(s) in other companies :	Manager, director, or supervisor is a spouse or consanguineous within two degrees :
Shareholding / %	90,801	<ul style="list-style-type: none"> · BS in Transportation Management, National Chiao Tung University · Advisory System Engineer, System · Engineer, IBM Taiwan 	None	
Spouse/minor's shareholding / %	0.002	<ul style="list-style-type: none"> · Technical Manager, Central & South Branch, IBM Taiwan · Director, Finance Industry, IBM Taiwan · Sales VP, Eastern Broadband Telecom · Chief Operating Officer, Eastern Broadband Telecom · Senior VP, Asia Pacific Telecom Group · Chief Marketing Officer, Asia Pacific Telecom Group · Product Director, Asia Region, High Tech Computer 		Title -
				Name -
				Relationship -

Human Resources

A wealth of outstanding and professional talent is the Company's most valuable resource.

Human resources composition

Employee statistics for the most recent two years until the publication date

Year		2008	2009	2010 (as of Jan. 31)
Number of employees	Male	1,471	1,458	1,455
	Female	1,072	1,038	1,039
	Total	2,543	2,496	2,494
Average age		36	36.7	36.9
Average years of service		6.3	6.8	6.9
Education level	Ph.D.	0.35%	0.36%	0.36%
	Master	17.89%	19.99%	20.13%
	University	50.53%	50.76%	50.72%
	College	29.06%	26.89%	26.79%
	Others	2.16%	2.00%	2.00%

Note: The numbers above were based on Taiwan Mobile alone.

Employee statistics by division

As of Jan. 31, 2010

Division	Number	Percentage (%)
Corporate Support	586	23.50%
Finance	201	8.06%
Technology	833	33.40%
Consumer Business Group (Note)	873	35.00%
Home Business Group (Note)	0	0.00%
Enterprise Business Group (Note)	1	0.04%
Total	2,494	100%

Note: The Consumer Business Group does not include 811 employees from TT&T. The Enterprise Business Group does not include 396 employees from TFN. The Home Business Group does not include 138 employees from TFNM and 384 employees from four CATV subsidiaries.