

Board of Directors and Executive Management

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. Composed of nine experienced directors, the board includes four independent directors who are well-known in the legal, financial, telecommunications and e-commerce/marketing fields. This more than fulfills current regulations requiring public companies to have at least two independent directors. The Audit Committee, composed entirely of independent directors, replaced board supervisors. Information on the Company's Eighth Board of Directors (Note 1) is detailed below:

As of February 25, 2019

Title	Name	Gender	Date elected	Term expires	Shareholding when elected		Current shareholding		Spouse's/minor's shareholdings		Education and experience	Current position(s) in the Company and other companies	Officer or director is a spouse or consanguineous within two degrees		
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship
Chairman	Fu Chi Investment Co., Ltd. Representative: Daniel M. Tsai	Male	2017.06.14	2020.06.13	5,748,763	0.168	5,748,763 *65,162,715 (Note 2)	0.168 *1.902	4,580,070	0.134	LLM, Georgetown University LLB, National Taiwan University Chairman, Fubon Financial Holding Co., Ltd. Chairman, Taipei Fubon Commercial Bank Co., Ltd. Chairman, Fubon Insurance Co., Ltd.	Director, Fubon Financial Holding Co., Ltd. Managing Director, Taipei Fubon Commercial Bank Co., Ltd. Chairman, Fubon Bank (Hong Kong) Ltd. Director, Fubon Bank (China) Co., Ltd. Director, Fubon Financial Holding Venture Capital Corp. Chairman, Fubon Sports & Entertainment Co., Ltd. Chairman, Ming Dong Co., Ltd. Chairman, Dao Ying Co., Ltd. Chairman, Tien Chien Co., Ltd. Chairman, Ti Kun Co., Ltd. Chairman, Hsi Po Lai Co., Ltd. Chairman, Yi Fu So Co., Ltd. Chairman, Chung Shing Development Co., Ltd. Chairman, Fubon Realtors Co., Ltd. Director, Fubon Construction Co., Ltd. Chairman, Kuo Chi Investment Co., Ltd. Chairman, Dun Fu Co., Ltd. Director, Lucky Way Ltd. Director, Rainbow Cheer Ltd. Director, Key Gain Ltd. Director, Ultimate Epoch Ltd. Director, Orientland International Ltd. Director, Oceana Glory Ltd. Director, Eagle Legacy Ltd. Director, DRJ Development Ltd. Director, Globotex International Ltd. Director, Cosgrove Global Ltd. Director, Vantage Horizon Global Ltd. Director, Star Top Ventures Co., Ltd. Director, Primerose Development Group Ltd. Director, Giver Concept Ltd. Chairman, Taiwan Cellular Co., Ltd. Chairman, Wealth Media Technology Co., Ltd. Chairman, Taipei New Horizon Co., Ltd. Chairman, Taiwan Fixed Network Co., Ltd. Director, Taiwan Teleservices & Technologies Co., Ltd. Chairman, TCC Investment Co., Ltd. Director, Taiwan Digital Communications Co., Ltd. Director, Taiwan Digital Service Co., Ltd. Chairman, Taihsin Property Insurance Agent Co., Ltd. Chairman, TFN Media Co., Ltd. Director, Win TV Broadcasting Co., Ltd. Chairman, TFN Union Investment Co., Ltd. Chairman, TCCI Investment and Development Co., Ltd.	Director	Richard M. Tsai	Brother

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					Shares	%	Shares	%	Shares	%			Title	Name	Relationship
Director	Fu Chi Investment Co., Ltd. Representative: Richard M. Tsai (Note 3)	Male	2017.06.14	2020.06.13	5,748,763	0.168	5,748,763 *93,310,663	0.168 *2.723	5,086,496	0.148	MBA, Stern School of Business, New York University BBA, National Taiwan University Vice Chairman, Fubon Financial Holding Co., Ltd. Chairman, Fubon Securities Co., Ltd. Vice Chairman, Taipei Fubon Commercial Bank Co., Ltd.	Chairman, Fubon Financial Holding Co., Ltd. Chairman, Fubon Life Insurance Co., Ltd. Vice Chairman, Fubon Bank (Hong Kong) Ltd. Director, Ming Dong Co., Ltd. Director, Dao Ying Co., Ltd. Director, Tien Chien Co., Ltd. Director, Ti Kun Co., Ltd. Director, Hsi Po Lai Co., Ltd. Director, Yi Fu So Co., Ltd. Director, Colossians Co., Ltd. Director, Chung Shing Development Co., Ltd. Director, Fubon Realtors Co., Ltd. Director, Fubon Construction Co., Ltd. Director, Kuo Chi Investment Co., Ltd. Director, Good TV Broadcasting Corp. Director, Cho Pharma, Inc. Director, International Advisory Board of the New York Philharmonic Director, Carnegie Hall Corp. Director, Lucky Way Ltd. Director, Rainbow Cheer Ltd. Director, Key Gain Ltd. Director, Ultimate Epoch Ltd. Director, Orientland International Ltd. Director, Oceana Glory Ltd. Director, Eagle Legacy Ltd. Director, DRJ Development Ltd. Director, Globotex International Ltd. Director, Cosgrove Global Ltd. Director, Vantage Horizon Global Ltd. Director, Total Formation Inc. Director, Star Top Ventures Co., Ltd. Director, Castle Lion Investments Ltd. Director, Taiwan Cellular Co., Ltd. Director, Wealth Media Technology Co., Ltd. Director, Taiwan Fixed Network Co., Ltd. Director, TCC Investment Co., Ltd. Director, Taiwan Digital Communications Co., Ltd. Director, Taiwan Digital Service Co., Ltd. Director, TFN Media Co., Ltd. Director, Win TV Broadcasting Co., Ltd. Director, TFN Union Investment Co., Ltd. Director, TCCI Investment and Development Co., Ltd.	Chairman	Daniel M. Tsai	Brother
Director	Fu Chi Investment Co., Ltd. Representative: San-Cheng Chang	Male	2017.06.14	2020.06.13	5,748,763	0.168	5,748,763 *—	0.168 *—	—	—	PhD in Civil and Environmental Engineering, Cornell University MS in Civil and Environmental Engineering, Stanford University BS in Civil Engineering, National Taiwan University	Independent Director, Winbond Electronics Corp. Independent Director, Acer Inc. Director, Xue Xue Co. Honorary Dean, School of Big Data Management, Soochow University Dean, Hacker College, National Chiao Tung University Visiting Professor, Department of Technology Management and College of Computer Science and Information Engineering, Chung Hua University Honorary Professor, St. John's University Honorary Professor, National Taipei University of Business	—	—	—

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					Shares	%	Shares	%	Shares	%			Title	Name	Relationship
Director	TCC Investment Co., Ltd. Representative: Howard Lin (Note 4)	Male	2017.06.14	2020.06.13	200,496,761	5.852	200,496,761	5.852	—	—	PhD in Chemical Engineering, National Taiwan University Senior Vice President, Fubon Financial Holding Co., Ltd. President, Fubon Asset Management Co., Ltd. Manager, Technical & Development Dept., Grand Pacific Petrochemical Corp. Chairman, momo.com Inc.	Director and Chief Investment Officer, Fubon Financial Holding Co., Ltd. Vice Chairman, Fubon Life Insurance Co., Ltd. Director, Fubon Asset Management Co., Ltd. Director, Fubon Health Management Corp. Director, Fu Yi Health Management Corp. Ltd.	—	—	—
Director	TCC Investment Co., Ltd. Representative: James Jeng	Male	2017.06.14	2020.06.13	200,496,761	5.852	200,496,761	5.852	—	—	PhD and MS in Electrical and Computer Engineering, State University of New York BS in Electrical Engineering, National Cheng Kung University Chairman and CEO, Kbro Co., Ltd. Chief Technology Officer and Chief Operating Officer, Home Business Group, Taiwan Mobile Co., Ltd. President, Asia Pacific Online CEO, Asia Pacific Broadband Telecom Co., Ltd. CEO, Asia Pacific Broadband and Wireless Communications Inc. CEO, Asia Pacific Telecom Group Executive Vice President, United Fiber Optic Communication Inc. Member of Technical Staff, AT&T Bell Labs, USA	President, Taiwan Mobile Co., Ltd. Director and President, Taiwan Cellular Co., Ltd. Director and President, Wealth Media Technology Co., Ltd. Director, Taipei New Horizon Co., Ltd. Director and President, Taiwan Fixed Network Co., Ltd. Chairman, Taiwan Teleservices & Technologies Co., Ltd. Director, TWM Holding Co. Ltd. Director and President, TCC Investment Co., Ltd. Chairman and President, Taiwan Digital Communications Co., Ltd. Chairman, Taiwan Digital Service Co., Ltd. Director, Taihsin Property Insurance Agent Co., Ltd. Chairman, Tai-Fu Cloud Technology Co., Ltd. Director and President, TFN Media Co., Ltd. Chairman and President, Global Forest Media Technology Co., Ltd. Chairman and President, Global Wealth Media Technology Co., Ltd. Chairman, Win TV Broadcasting Co., Ltd. Director, momo.com Inc. Director and President, TFN Union Investment Co., Ltd. Director, TFN HK Ltd. Chairman and President, TWM Communications (Beijing) Co., Ltd. Director and President, TCCI Investment and Development Co., Ltd. Chairman, Taiwan Kuro Times Co., Ltd. Chairman, Yeong Jia Leh Cable TV Co., Ltd. Chairman, Phoenix Cable TV Co., Ltd. Chairman, Union Cable TV Co., Ltd. Chairman, Globalview Cable TV Co., Ltd.	—	—	—
Independent Director	Jack J.T. Huang	Male	2017.06.14	2020.06.13	—	—	—	—	—	—	SJD, Harvard University LLM, Northwestern University LLB, National Taiwan University Partner-in-charge, Jones Day	Chairman of Remuneration and Nomination Committee and Member of Audit Committee, Taiwan Mobile Co., Ltd. Partner, Jones Day Independent Director, WPG Holdings Independent Director, Systex Corp. Independent Director, CTCL Corp. Director, Yulon Motor Co., Ltd. Director, Taiwan Capital Management Co., Ltd. Director, Taiwan Capital Buffalo Fund Co., Ltd. Director, Taiwan Capital Biotechnology Co., Ltd.	—	—	—

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					Shares	%	Shares	%	Shares	%			Title	Name	Relationship
Independent Director	Hsueh-Jen Sung	Male	2017.06.14	2020.06.13	—	—	—	—	—	—	MBA, Harvard University MBA, National Chengchi University BS in Management Science, National Chiao Tung University Vice Chairman and Member of Global Partnership Committee and Asian Management Committee, Goldman Sachs (Asia) Ltd. President and CEO, Grand Cathay Securities Corp. Country Manager, Westpac Banking Corp.	Chairman of Audit Committee and Member of Remuneration and Nomination Committee, Taiwan Mobile Co., Ltd. Chairman, Vaucluse Capital Management Ltd. Chairman, Shin Chiuan Capital Management Ltd. Director, Hon Hai Precision Industry Co., Ltd. Director, United Integrated Service Co., Ltd.	—	—	—
Independent Director	Char-Dir Chung	Male	2017.06.14	2020.06.13	—	—	—	—	—	—	PhD and MS in Electrical Engineering, University of Southern California BS in Electrical Engineering, National Taiwan University Minister without Portfolio, Executive Yuan Member / Deputy Convener / Executive Secretary, Board of Science and Technology, Executive Yuan Member / Deputy Convener / Executive Secretary, National Information and Communications Initiative Committee, Executive Yuan Deputy Executive Secretary, Science and Technology Advisory Group, Executive Yuan SIS Chair Professor, National Taiwan University Chairman, Department of Communication Engineering, National Central University Director, Graduate Institute of Communication Engineering, National Central University	Member of Audit Committee and Remuneration and Nomination Committee, Taiwan Mobile Co., Ltd. Distinguished Professor, Department of Electrical Engineering and Graduate Institute of Communication Engineering, National Taiwan University IEEE Fellow Convener, Performance Evaluation Committee of Technology Development Program, Ministry of Economic Affairs	—	—	—

* Personal shareholdings

Note 1: Jamie Lin was elected on June 12, 2018 and resigned on February 11, 2019. The Company plans to by-elect an independent director at the 2019 annual shareholders' meeting.

Note 2: 30,000,000 shares held in trust were not included.

Note 3: Richard M. Tsai resigned as Vice Chairman on August 27, 2018.

Note 4: Howard Lin served as a representative of an institutional director of TWM from June 13, 2008 to September 18, 2009.

Note 5: Shareholdings of less than 0.001% are denoted as "0.000" and zero shareholdings are denoted as "—".

1. Major shareholders of TWM's institutional investors

As of February 25, 2019

Institutional investor	Major shareholders
Fu-Chi Investment Co., Ltd.	Richard M. Tsai (50.25%), Mei-Hui Ueng Tsai (49.75%)
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 February 25, 2019

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

3. Qualifications and independence criteria of directors

As of February 25, 2019

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	
Daniel M. Tsai	V	V					V	V		V		0
Richard M. Tsai	V	V					V	V		V		0
San-Cheng Chang	V	V	V	V	V	V	V	V	V	V		2
Howard Lin	V	V		V	V		V	V	V	V		0
James Jeng	V			V	V		V	V	V	V		0
Jack J.T. Huang	V	V	V	V	V	V	V	V	V	V	V	3
Hsueh-Jen Sung	V	V	V	V	V	V	V	V	V	V	V	0
Char-Dir Chung	V	V	V	V	V	V	V	V	V	V	V	0

"V" denotes meeting the conditions specified above

Criterion 1: Not an employee of the Company or its affiliates

Criterion 2: Not a director or supervisor of the Company's affiliates (unless the person is an independent director of the Company, the Company's parent company or any subsidiary of the Company)

Criterion 3: Not a shareholder whose total holdings, including those of his/her spouse and minor children, or shares held under others' names, reach or exceed 1 percent of the total outstanding shares of the Company or rank among the top 10 individual shareholders

Criterion 4: Not a spouse or relative within second degree by affinity, or within three 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 any company that has financial or business relations with the Company

Criterion 7: Not an owner, partner, director, supervisor, manager, or spouse of any of sole proprietorship, partnership, company, or institution that provides commercial, legal, financial or accounting services or consultations to the Company or its affiliates. However, members of the Remuneration and Nomination Committee are not covered by this restriction per Article 7 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration and Nomination Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter

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 Act

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

4. Diversified board of directors

- TWM's "Corporate Governance Best Practice Principles" call for the creation of a diversified board of directors.
- The board of directors bears a responsibility toward the shareholders. The corporate governance system ensures that the board, in exercising its authority, complies with the law, the articles of incorporation and shareholder meetings' resolutions.
- The structure of the board of directors shall be determined by choosing an appropriate number of board members, no less than five, in consideration of the company's business scale, the shareholdings of its major shareholders, and practical operational needs.
- The composition of the board of directors shall be determined by taking diversity into consideration based on the company's business operations, operating dynamics and development needs, and shall be formulated and include, without being limited to, the following two guidelines:
 1. Basic requirements: Gender, age, nationality and culture
 2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing and technology), professional skills and industry experience
- All members of the board shall have the knowledge, skills and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, board directors shall possess the following:
 1. Ability to make operational judgments
 2. Ability to perform accounting and financial analysis
 3. Ability to conduct management administration
 4. Ability to conduct crisis management
 5. Industry knowledge
 6. A global market perspective
 7. Ability to lead
 8. Ability to make policy decisions

Board members	Communication industry experience (Years)	The tenure of directors/ independent directors (Years)	Top five core competencies									
			Finance	Law	Business	Technology	Investment and M&A	FinTech	Information Technology	Risk Management	CEO/Senior management	Consumer Discretionary (E-commerce/ Marketing)
Daniel M. Tsai	20	20	v	v	v			v			v	
Richard M. Tsai	20	20	v		v		v	v			v	
San-Cheng Chang	12	3			v	v			v		v	v
Howard Lin	6	6	v		v		v				v	v
James Jeng	31	5			v	v			v	v	v	
Jack J.T. Huang	16	16		v	v		v			v	v	
Hsueh-Jen Sung	5	5	v		v		v	v			v	
Char-Dir Chung	30	2				v			v	v	v	v

Management Team

As of February 25, 2019

Title / Division	Name	Effective date	Shareholding / %	Spouse's/ minor's shareholding / %	Education and experience	Current position(s) in other companies	Manager is a spouse or consanguineous within two degrees		
							Title	Name	Relationship
President	James Jeng (Note 1)	2014.01.06	—	—	<p>PhD and MS in Electrical and Computer Engineering, State University of New York BS in Electrical Engineering, National Cheng Kung University Chairman and CEO, Kbro Co., Ltd. Chief Technology Officer and Chief Operating Officer of Home Business Group, Taiwan Mobile Co., Ltd. President, Asia Pacific Online CEO, Asia Pacific Broadband Telecom Co., Ltd. CEO, Asia Pacific Broadband and Wireless Communications Inc. CEO, Asia Pacific Telecom Group Executive Vice President, United Fiber Optic Communication Inc. Member of Technical Staff, AT&T Bell Labs, USA</p>	<p>Director and President, Taiwan Cellular Co., Ltd. Director and President, Wealth Media Technology Co., Ltd. Director, Taipei New Horizon Co., Ltd. Director and President, Taiwan Fixed Network Co., Ltd. Chairman, Taiwan Teleservices & Technologies Co., Ltd. Director, TWM Holding Co. Ltd. Director and President, TCC Investment Co., Ltd. Chairman and President, Taiwan Digital Communications Co., Ltd. Chairman, Taiwan Digital Service Co., Ltd. Director, Taihsin Property Insurance Agent Co., Ltd. Chairman, Tai-Fu Cloud Technology Co., Ltd. Director and President, TFN Media Co., Ltd. Chairman and President, Global Forest Media Technology Co., Ltd. Chairman and President, Global Wealth Media Technology Co., Ltd. Chairman, Win TV Broadcasting Co., Ltd. Director, momo.com Inc. Director and President, TFN Union Investment Co., Ltd. Director, TFN HK Ltd. Chairman and President, TWM Communications (Beijing) Co., Ltd. Director and President, TCCI Investment and Development Co., Ltd. Chairman, Taiwan Kuro Times Co., Ltd. Chairman, Yeong Jia Leh Cable TV Co., Ltd. Chairman, Phoenix Cable TV Co., Ltd. Chairman, Union Cable TV Co., Ltd. Chairman, Globalview Cable TV Co., Ltd.</p>	—	—	—

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							Title	Name	Relationship
Executive Vice President and Chief Financial Officer / Finance and Administration Group	Rosie Yu	2014.04.29	-	-	BS in Business Administration, National Taiwan University Senior Vice President and Chief Financial Officer, Taiwan Mobile Co., Ltd. Chairman, Global Investment Advisory (HK) Ltd. President, Global Investment Holdings Co., Ltd. General Manager, Credit Lyonnais Securities (Asia) Ltd., Taipei Branch General Manager, Citicorp International Securities Ltd., Taipei Branch Executive Vice President, China Securities Co., Ltd.	Director, TFN HK Ltd. Director, Taiwan Kuro Times Co., Ltd. Director, Yeong Jia Leh Cable TV Co., Ltd. Director, Phoenix Cable TV Co., Ltd. Director, Union Cable TV Co., Ltd. Director, Globalview Cable TV Co., Ltd. Director, Taiwan Pelican Express Co., Ltd. Supervisor, Taiwan Cellular Co., Ltd. Supervisor, Wealth Media Technology Co., Ltd. Supervisor, Taiwan Fixed Network Co., Ltd. Supervisor, Taiwan Teleservices & Technologies Co., Ltd. Supervisor, TCC Investment Co., Ltd. Supervisor, Taiwan Digital Communications Co., Ltd. Supervisor, Taiwan Digital Service Co., Ltd. Supervisor, TFN Media Co. Ltd. Supervisor, Global Forest Media Technology Co., Ltd. Supervisor, Global Wealth Media Technology Co., Ltd. Supervisor, Win TV Broadcasting Co., Ltd. Supervisor, TFN Union Investment Co., Ltd. Supervisor, TWM Communications (Beijing) Co., Ltd. Supervisor, TCCI Investment and Development Co., Ltd.	-	-	-
Vice President / Finance and Administration Group	Jay Hong	2004.05.06	-	-	EMBA, National Sun Yat-sen University President, Taiwan Teleservices & Technologies Co., Ltd. Vice President, Direct Store Division, Taiwan Mobile Co., Ltd. Vice President, Customer Service Division, TransAsia Telecommunications Inc. Director, Procurement Division, TransAsia Telecommunications Inc.	Supervisor, Yeong Jia Leh Cable TV Co., Ltd. Supervisor, Phoenix Cable TV Co., Ltd. Supervisor, Union Cable TV Co., Ltd. Supervisor, Globalview Cable TV Co., Ltd.	-	-	-

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Vice President and General Counsel / Corporate Affairs	Ariel Hwang	2016.04.28	–	–	EMBA, National Taiwan University LLM, National Chung Hsing University LLB, National Taiwan University Judge, Taiwan High Court and District Court	Supervisor, Taipei New Horizon Co., Ltd. Supervisor, Yeong Jia Leh Cable TV Co., Ltd. Supervisor, Phoenix Cable TV Co., Ltd. Supervisor, Union Cable TV Co., Ltd. Supervisor, Globalview Cable TV Co., Ltd. Supervisor, Tai-Fu Cloud Technology Co., Ltd. Legal Consultant, Fubon Financial Holding Co., Ltd. Independent Director, The Ambassador Hotel Co., Ltd. Independent Director, TYNTEK Corp. Independent Director, Tynsolar Corp.	–	–	–
Vice President and Chief Data Officer / Corporate Affairs	Eddie Chan	2019.01.31	–	–	MBA, The Anderson School of Management, UCLA BS in Mechanical Engineering, National Taiwan University Senior Director, Taiwan Mobile Co., Ltd. Executive Director, Aplix Corp. General Manager, Wireless Business Unit, Quanta Computer Engagement Manager, McKinsey & Company	None	–	–	–
Vice President / Corporate Affairs	Iris Liu	2014.07.14	–	–	EMBA, National Chengchi University BA in Information Communication, Tamkang University Vice President, Taiwan Television Enterprise Ltd. Chairman, TTV Cultural Enterprise Ltd.	Vice President, Taipei New Horizon Co., Ltd. CEO, Taipei New Horizon Foundation	–	–	–

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							Title	Name	Relationship
Vice President / Corporate Affairs	Naomi Lee	2015.08.03	-	-	LLB, National Taiwan University General Counsel, Kbro Co., Ltd. Attorney, InfoShare Tech Law Office Legal Director and Vice President, Taiwan Broadband Communications Senior Legal Manager, Lucent Technologies Attorney, Lee and Li Attorneys-at-Law Attorney, Russin & Vecchi International Legal Counselors	None	-	-	-
Vice President / Corporate Affairs	C.H. Wu	2016.09.26	-	-	MS in Electrical and Computer Engineering, University of Rochester BS in Electrical Engineering, National Taiwan University Vice President, Applied Computing Group, Advantech Co., Ltd. General Manager, Taiwan, Symantec Corp. General Manager, Taiwan, Cisco Systems, Inc. System Engineer/Sales Manager, IBM Corp.	Chief Operating Officer, Taiwan Fixed Network Co., Ltd. Officer-in-charge, System Integration Branch Office, Taiwan Mobile Co., Ltd. Director and President, Tai-Fu Cloud Technology Co., Ltd.	-	-	-
Vice President and Chief Information Officer / Information Technology Group	James Chang	2017.01.25	163,084/0.005	-	MS in Computer Science, University of Illinois at Chicago Director, AT&T Laboratories Senior Director, TBCommerce Network Corp. Senior Delivery Manager, IBM Global Services District Manager, AT&T Laboratories	None	-	-	-

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Vice President and Acting Chief Technology Officer / Technology Group	Tom Koh	2018.11.01	–	–	PhD in Electrical and Computer Engineering, Johns Hopkins University Senior Director, Qualcomm Senior Technical Marketing Engineer, Cisco-Linksys Senior Sales Engineer, Ensemble Communications Senior Technologist, Motorola Member of Tech Staff, Bellcore	Director, Global Forest Media Technology Co., Ltd. Director, Global Wealth Media Technology Co., Ltd. Director, TWM Communications (Beijing) Co., Ltd. Director, Yeong Jia Leh Cable TV Co., Ltd. Director, Phoenix Cable TV Co., Ltd. Director, Union Cable TV Co., Ltd. Director, Globalview Cable TV Co., Ltd. Supervisor, Taiwan Kuro Times Co., Ltd.	–	–	–
Senior Vice President and Chief Business Officer / Consumer Business Group	Jeff Ku	2017.01.25	–	–	EMBA, National Taiwan University MBA, University of Wollongong, Australia Vice President, Taiwan High Speed Rail Corp. Director, Far Eastone Telecommunications Co., Ltd.	Director, Taihsin Property Insurance Agent Co., Ltd. Director, Global Forest Media Technology Co., Ltd. Director, Global Wealth Media Technology Co., Ltd. Director, TWM Communications (Beijing) Co., Ltd. Director, Yeong Jia Leh Cable TV Co., Ltd. Director, Phoenix Cable TV Co., Ltd. Director, Union Cable TV Co., Ltd. Director, Globalview Cable TV Co., Ltd.	–	–	–
Vice President / Consumer Business Group	Steve Chou	2011.04.25	–	–	MBA, Southern Methodist University, Texas Senior Vice President, Customer Service, HSBC Bank General Manager, Secured Lending, Standard Chartered Bank Vice President, Customer Service, Sparq Telecom Vice President, Customer Service, TransAsia Telecommunications Inc. Assistant Vice President, Credit Card, Citibank, N.A.	Director and President, Taiwan Teleservices & Technologies Co., Ltd.	–	–	–

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							Title	Name	Relationship
Vice President / Consumer Business Group	Daphne Lee	2014.07.07	–	–	MBA, National Chengchi University Director, Alibaba Group Director, Yahoo! Taiwan Vice President, Citibank Taiwan	Director and President, Taiwan Kuro Times Co., Ltd.	–	–	–
Vice President / Consumer Business Group	David Lin	2016.05.03	–	–	MS in Communication Convergence and Innovative Management, Shih Hsin University General Manager, YMS/CPT/HTP/DWS CATV, Kbro Co., Ltd. Vice President, Business & Operation and Special Assistant to Chairman, Kbro Co., Ltd. Special Assistant to Chairman, Vibo Telecom Vice President, Asia Pacific Telecom	None	–	–	–
Vice President / Consumer Business Group	Michael Teng	2017.01.03	–	–	BS in Industrial Engineering, Chung Yuan Christian University Senior Director, Taiwan Mobile Co., Ltd. Vice President, Taiwan Tele-Shop Co., Ltd.	President, Taiwan Digital Service Co., Ltd.	–	–	–

Note1: President James Jeng will retire on April 1st of 2019. Mr. Jamie Lin will take over the position.

Note2: Shareholdings of less than 0.001% are denoted as "0.000" and zero shareholdings are denoted as "–".

Note3: Shares purchased through employee share ownership trust (ESOT) program are not included in above table.

Shares held by the management team through ESOT program are listed as follows: James Jeng - 2,607 shares, Rosie Yu - 2,552 shares, Jeff Ku - 11,898 shares, Ariel Hwang - 11,898 shares, James Chang - 6,618 shares, Eddie Chan - 1,636 shares, Iris Liu – 328 shares, Jay Hong - 11,898 shares, Michael Teng - 11,898 shares, Steve Chou - 5,028 shares, Daphne Lee - 2,779 shares