

Diversity of Board Members

Name	Basic requirements and values			Professional knowledge and skills			Necessary knowledge, skill, and experience (Note 1)								The Independence of Directors (Note 2)
	Gender	Age	Nationality	Background	Skills	Industry experience	Ability to make operational judgment	Ability to perform accounting and financial analysis	Ability to Conduct management administration	Ability to conduct Crisis management	International market perspective	Ability to lead	Ability to make decisions	Information skills	
Douglas Hsu	Male	81~90 years old	R.O.C.	Business		V	V	V	V	V	V	V	V	*	
Peter Hsu	Male	71~80 years old	R.O.C.	Business		V	V	*	V	V	V	V	V	V	
Jan Nilsson	Male	61~70 years old	Sweden	Telecom		V	V	V	V	V	V	V	V	*	V
Lawrence Juen-Yee LAU	Male	71~80 years old	Hong Kong (China)	Economic	Professor of Economics	V	V	V	V	V	V	V	V	*	V
Jyuo-Min Shyu	Male	61~70 years old	R.O.C.	Technology	Professor of Electrical Engineering and Computer Science	V	V	*	V	V	V	V	V	V	V
Ta-Sung Lee	Male	61~70 years old	R.O.C.	Electrical Engineering /Telecom	Professor of Electrical and Computer Engineering	V	V	*	V	V	V	V	V	V	V
Champion Lee	Male	71~80 years old	R.O.C.	Finance		V	V	V	V	V	V	V	V	*	V
Jeff Hsu	Male	41~50 years old	U.S.A.	Business		*	V	*	V	V	V	V	V	*	
Jiann-Chyuan Wang	Male	61~70 years old	R.O.C.	Economic			V	*	V	V	V	V	V	*	V
Bonnie Peng	Female	61~70 years old	R.O.C.	Telecom	Professor of Journalism	V	V	*	V	V	V	V	V	*	V
Toon Lim	Male	71~80 years old	Singapore	Telecom		V	V	*	V	V	V	V	V	*	V

*is referred to possessing partial ability.

Note 1: (1) The directors account for 0% of employees.

(2) The independent directors account for 27% of the Board.

(3) The female director accounts for 9% of the Board.

(4) One independent director has been served on the board for over 9 years. There are two independent directors has been served on the board under 3 years.

(5) Currently there are 4 directors are expertise in telecom industry, Min. requirement is 3 board members should be expertise in telecom industry.

(6) The non-ROC nationality are 4 directors, for 36% of the Board.

Note 2: The independence of directors is defined as per SEC Rule 4200 Definitions below. To be considered independence, directors have to meet at least four of the following nine criteria and two of the first three criteria.

(1) The director must not have been employed by the company in an executive capacity within the last year.

(2) The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during the current fiscal year other than those permitted by SEC Rule 4200 Definitions.

(3) The director must not be a "Family Member of an individual who is employed by the company or by any parent or subsidiary of the company as an executive officer.

(4) The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.

(5) The director must not be affiliated with a significant customer or supplier of the company.

(6) The director must have no personal services contract(s) with the company or a member of the company's senior management.

(7) The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.

(8) The director must not have been a partner or employee of the company's outside auditor during the past year.

(9) The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.