



## IV

### Organization

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## I. Organizational Structure

### (I) Structure

The Company is under the command of the Ministry of Transportation and Communications and has an organizational structure as follows:

1. The board of directors comprises eleven to fifteen members. In accordance with the law and the Company's Articles of Incorporation, the board has the authority to make decisions for the Company's operations while the Secretariat of Board of Directors is established to take charge of all related administrative affairs.
2. Three supervisors are elected pursuant to the law and the Company's Articles of Incorporation to oversee the financial and business operations.
3. In conformity with the law, the Company's Articles of Incorporation, as well as decisions made by the board of directors, the president is appointed to oversee the Company's operations and supervise all staff and departments. Four vice presidents, two assistant presidents, and one chief secretary are assigned to assist the president. President's Office is set up, and to meet the business needs, multiple sections may further set up.
4. The chief risk officer is responsible for overseeing risk management. The Office of Risk Management is set up with one director. Multiple sections may further set up to meet the business needs.
5. The chief Legal compliance officer is responsible for overseeing the compliance to the law and other legal matters. The office of Legal and Compliance is set up with one director. Multiple sections may further set up to meet the business needs.
6. The governance officer is the top executive responsible for matters related to corporate governance.
7. The auditor general is appointed by the board of directors. The Department of Auditing (right under the command of the board) is responsible for conducting the Company's audits and reporting to the board as well as supervisors on a regular basis.
8. The Strategic Planning Committee has one chairperson, a position that can be held concurrently by the president. The committee also consists of five vice chairpersons (one of whom works on a full-time basis) and several committee members.
9. The Company also sets up the Department of Mail Business and Operations, the Department of Philately, the Department of Savings and Remittances, the Department of Life Insurance, the Department of Property Operations, the Department of Capital Operations, the Department of Human Resources, the Department of Civil Service Ethics, the Department of Accounting, the Department of Information Management, the Department of Occupational Safety and Health, the Department of Public Affairs, Postal Museum, the Office of Electronic Commerce, and the office of Cyber Security.
10. Nineteen post offices are designated as Responsibility Center Offices to serve as administrative and supervisory bodies, each forming an operational team with their subordinating branch offices to meet the business needs.
11. To meet the demand for mail business operations, a mail processing center is established in Taipei to coordinate mail processing operations and mail delivery network through a high-performance automatic system.

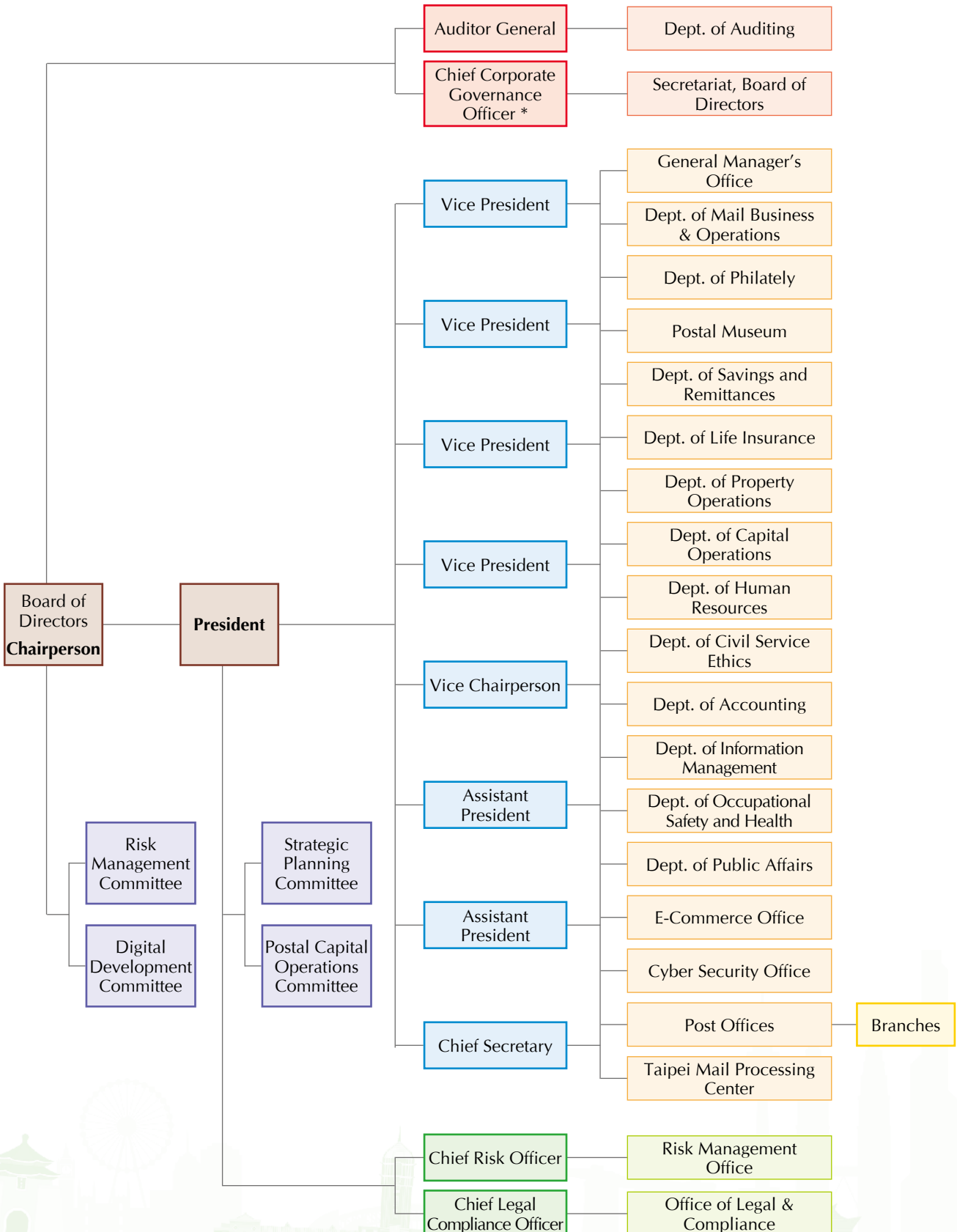


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### (II) Organization Chart

Record Date: 2022.03.15



\* Remark: The chief corporate governance officer is filled concurrently by vice president.

### (III) Structural Division and Its Adjustments

The current organizational structure is divided into administrative branch and business branch. The business branch is further sub-divided into self-management branch and agential service branch. As of the end of 2021, the total number of the offices reached 2,114. The administrative branch ran 20 offices, including the head office and 19 post offices. The business branch ran 2,094 offices, out of which 1,300 belonged to self-management sub-branch, including 1 mail processing center and 1,299 post office branches. The other 794 offices fell into the agential service sub-branch, including 482 post agencies and 312 stamp-sales agencies.

#### Branches of Postal Services

Unit: Office

Types		2020	2021	Growth %	
Administrative Branch	Headquarters	1	1	0%	
	Post Offices	19	19	0%	
	Subtotal	20	20	0%	
Business Branch	Self-Management	Mail Processing Center	1	1	0%
		Branch Offices	1,300	1,299	-0.08%
		Temporary Post Offices	0	0	0%
		Subtotal	1,301	1,300	-0.08%
	Agencies	Post Agencies	514	482	-6.23%
		Stamp-Sales	345	312	-9.57%
		Subtotal	859	794	-7.57%
		Total	2,180	2,114	-3.03%



Management Team (From left to right) C.H.CHIU, Chief Secretary; H.C.HUANG, Auditor General; S.C.LAN, Assistant President; H.E.CHIU, Vice President; J.T.CHIANG, President; H.M.WU, Chairperson; L.L.CHIEN, Vice President; C.L.CHEN, Vice President; W.C.TSAI, Vice Chairperson of the Strategic Planning Committee; C.H.CHEN, Assistant President



# IV Organization

## II. Information about Board of Directors, Supervisors, President, Vice Presidents, Department Heads and Managers of Various Branches

### (I) Information about Directors and Supervisors

2022.04.11

Title	Name	Education	Major Experience(s)	Date Elected
Director	H. M. Wu	Ph. D in Marine Environment and Engineering, National Sun Yat-sen University	Minister, Ministry of Transportation and Communications, Executive Yuan, R.O.C.; Chairperson, Taiwan International Ports Corporation, Ltd.; Minister without Portfolio and concurrently Commissioner, Public Construction Commission, Executive Yuan, R.O.C.; Deputy Mayor, Kaohsiung City Government	2021.07.01
Director	J. T. Chiang	Department of Law, National Taiwan University	Vice President and Chief Secretary, CHP; Manager of Taichung, Taoyuan Post Office, and Deputy Manager of Changhua Post Office	2021.07.01
Director	L. C. Pai	Master in Finance, National Taiwan University	Director, Department of Labor Insurance, Ministry of Labor	2021.10.15
Director	Y. C. Liu	Department of Land Economics, National Chung Hsing University	Deputy Director, Section Chief; National Property Administration, Ministry of Finance	2021.07.01
Director	S. C. Su	Master in American Studies, Tamkang University	Director, Kaohsiung Customs and Keelung Customs, Customs Administration, Ministry of Finance; Deputy Director, Taichung Customs, Taipei Customs and Keelung Customs, Customs Administration, Ministry of Finance	2021.07.01
Director	F. G. Chan	Institute of Economics, National Chengchi University	Senior Executive Officer, Deputy Director-General, Director-General of Council for Economic Planning and Development	2021.07.01
Director	H. M. Tsai	Department of Economics, National Taiwan University	Advisor, Research Fellow, Section Chief; Economic Research Division, Central Bank	2021.07.01
Director	Y. L. Tsai	Master in Public Administration and Policy, National Taipei University	Director, Department of Personnel, Veterans Affairs Council, R.O.C.; Director, Department of Personnel, Coast Guard Administration, Executive Yuan	2021.07.01
Director	M. R. Luo	Master for Eminent Public Administrators, Module for Financial Policies, National Cheng Chi University	Chief Accountant, Food and Drug Administration, Ministry of Health and Welfare; Chief Accountant, Banking Bureau, Financial Supervisory Commission	2021.07.01
Director	Y. Y. Lin	Studied in Graduate Institute of Social Welfare, National Chung Cheng University	Deputy Mayor, Taichung City Government; Executive Director, Hondao Senior Citizen's Welfare Foundation; Executive Secretary, Old Five Old Foundation	2021.07.01
Director	C. C. Tao	Ph. D, Technical University of Berlin	Director, Transportation and Logistics Research Center; Director, Department of Transportation Management, Tamkang University; Board Member, Taiwan Transportation Safety Board; Secretary-general, Chinese Institute of Transportation; Founding Secretary-General, Executive Director, Intelligent Transportation Society of Taiwan; Consultant, Taipei City Government	2021.07.01
Director	H. S. Lin	Ph. D, Department of Transportation, National Chiao Tung University	General Manager, Taoyuan International Airport Corporation Ltd.; Associate Professor, Department of Transportation Technology and Logistics Management, Chung Hua University	2021.07.01
Director	R. C. Lin	Department of Mechanical Engineering, National Lotung Industrial Vocational High School	Deputy Secretary-general, Chungghwa Postal Workers' Union; Specialist, Shilin Delivery Subsection	2021.07.01
Director	C. W. Wu	Department of Chemical Engineering, Two-Year Junior College Division, Affiliated with Southern Taiwan University of Science and Technology	4th and 6th Director, CPWU, Kaohsiung Division; 4th and 5th Deputy Director, CPWU	2021.07.01
Director	H. R. Luo	National Open University	Deputy Secretary-general, Chungghwa Postal Workers' Union; Director, Department of Social Affairs, Chungghwa Postal Workers' Union; Assistant Clerk, Public Service Center; Counter Clerk, Taipei Nanyang Post Office	2021.07.01
Supervisor	Y. R. Chen	Master in Political Science, National Taiwan University	Counselor, Ministry of Transportation and Communication; Counselor, Taipei City Government	2021.07.01
Supervisor	M. Chen	Master in Applied Statistics, Fu Jen Catholic University	Director, Department of Statistics, Ministry of Health and Welfare	2021.07.01
Supervisor	R. W. Liu	PH. D. in International Business, National Taiwan University	Director, Statistics Office, Control Yuan; Senior Executive Officer, Senior Specialist, Section Manager, Directorate-General of Budget, Accounting, and Statistics, Executive Yuan	2021.07.01

Note: Said officers are all nationals of R.O.C.



## (II) Information about President, Vice Presidents, Department Heads, and Managers of Various Branches

2022.03.03

Title	Name	Education	Major Experience(s)	Date Assuming Current Post
President	J. T. Chiang	Department of Law, National Taiwan University	Vice President, Chunghwa Post Co., Ltd. (CHP)	2019.05.17
Vice President, concurrently the Governance Officer	L. L. Chien	Master in International Business, Tamkang University	Chief Secretary, CHP	2021.01.08
Vice President	H. E. Chiu	Master in Public Administration, Dominican University of California	Assistant President, CHP	2021.08.12
Vice President	C. L. Chen	Master in Business Administration, University of California	Director, Department of Savings and Remittances, CHP	2021.08.12
Assistant President	S. C. Lan	Department of Political Science, National Taiwan University	Chief Secretary, CHP	2018.01.16
Assistant President	C. H. Chen	Department of Law, National Taiwan University	Director, Department of Mail Business & Operation, CHP	2021.08.12
Vice Chairperson, Strategic Planning Committee, CHP	W. C. Tsai	Master in Mechanical Engineering, National Taiwan University	Manager, Taoyuan Post Office	2019.09.24
Auditor General	H. C. Huang	Department of Public Finance, National Chung Hsing University	Manager, Banqiao Post Office	2020.05.21
Chief Secretary	C. H. Chiu	Department of Law, National Chengchi University	Manager, Taichung Post Office	2021.01.08
Director, Department of Mail Business & Operation	W. R. Wang	Department of Law, National Taiwan University	Committee Member, Strategic Planning Committee, CHP	2021.08.12
Director, Department of Philately	Y. T. Chen	Supplementary Open Junior College For Public Administration, National Chengchi University	Deputy Director, Department of Philately, CHP	2018.10.29
Director, Department of Savings and Remittances	T. L. Chen	Master in Management Science National Chiao Tung University; Master in Law, In-Service Master's Program, Soochow University	Deputy Director, Department of Savings and Remittances, CHP	2021.08.12
Director, Department of Life Insurance	Y. H. Chien	Department of Economics, Soochow University	Director, Department of Occupational Safety and Health, CHP	2019.09.23
Director, Department of Property Operations	S. M. Hsieh	Ph. D in Electrical Engineering, National Chung Hsing University	Director of Operations, Department of Property Operations, CHP	2019. 08.23
Director, Department of Capital Operations	W. W. Lu	Master in Management Science, National Chiao Tung University	Deputy Director, Department of Capital Operations, CHP	2021.01.16
Director, Department of Human Resources	C. N. Cheng	Master in Public Administration, National Chengchi University	Deputy Director, Department of Human Resources, CHP	2010.07.29
Director, Department of Public Affair	S. E. Kuo	Department of law, National Chengchi University	Director, Department of Philately, CHP	2018.09.05
Director, Department of Civil Service Ethics	M. H. Huang	Supplementary Open Junior College For Public Administration, National Chengchi University	Deputy Director, Department of Civil Service Ethics, CHP	2022.01.16
Director, Department of Accounting	C. R. Wang	Department of Commerce, Providence University	Director, Postal Museum, CHP	2020.11.24
Director, Department of Information Management	C. F. Chen	Department of Business Administration, Feng Chia University	Deputy Director, Department of Information Management	2022.01.21
Director, Department of Occupational Safety and Health	M. N. Chang	Executive Master of Business Administration, National Chengchi University	Director, Postal Museum, CHP	2019.09.23
Chief Risk Management Officer; Concurrently Director of Risk Management Office	C. A. Liao	Master in Accounting, National Chengchi University	Chief Legal Compliance Officer, CHP	2019.07.16
Chief Legal Compliance Officer	H. H. Yang	Master in Law, University of Auckland, New Zealand	Senior Executive Officer, CHP	2019.07.16



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Title	Name	Education	Major Experience(s)	Date Assuming Current Post
Director, Office of Legal and Compliance	H. F. Tang	Department of Law, Chinese Culture University	Section Chief, Legal Section of Office of Legal and Compliance	2019.10.01
Director, Office of Electronic Commerce	W. H. Liu	Department of Business, National Open University	Section Chief, Section of Electronic Commerce, Office of Electronic Commerce	2021.06.25
Office of Information Security	S. S. Sha	Master in Management Science, National Chiao Tung University	Assistant Manager, Banqiao Post Office	2021.07.13
Director, Secretariat of Board of Directors	C. F. Kang	Executive Master of Business Administration, National Chengchi University	Senior Executive Officer, CHP	2022.03.08
Director, Postal Museum	L. M. Tseng	Department of Economics, National Taiwan University	Committee Member, Strategic Planning Committee, CHP	2020.11.24
Manager, Taipei Post Office	M. C. Hsueh	Master in Management, Ming Chuan University	Manager, Taoyuan Post Office	2021.08.12
Manager, Banqiao Post Office	S. C. Yang	Department of Business Administration, National Taiwan University	Director, Department of Human Resources, CHP	2020.05.21
Manager, Taoyuan Post Office	C. F. Tsai	Executive Master of Business Administration, National Chengchi University	Manager, Keelung Post Office	2021.08.12
Manager, Taichung Post Office	H. T. Chen	Department of Law, Fu Jen Catholic University	Deputy manager, Taichung Post Office	2021.05.12
Manager, Tainan Post Office	L. C. Huang	Master in College of Administration, National Chiayi University	Manager, Sanchong Post Office	2019.07.16
Manager, Kaohsiung Post Office	H. L. Wu	Master in Business Administration, Dayeh University	Manager, Chiayi Post Office	2020.01.15
Manager, Keelung Post Office	C. F. Chou	Department of Accounting, Fu Jen Catholic University	Deputy Director, Department of Occupational Safety and Health, CHP	2021.08.12
Manager, Sanchong Post Office	Y. C. Yen	Department of Administration, Junior College of National Open University	Manager, Yilan Post Office	2021.08.12
Manager, Hsinchu Post Office	S. C. Wu	Department of Textile Engineering, Asia Eastern University of Science and Technology	Manager, Yunlin Post Office	2021.07.16
Manager, Changhua Post Office	R. H. Li	Department of Electrical Engineering, Kaohsiung University of Science and Technology	Deputy Manager, Kaohsiung Post Office	2021.01.16
Manager, Chiayi Post Office	L. M. Chen	Supplementary Open Junior College For Public Administration, National Chengchi University	Manager, Pingtung Post Office	2022.01.16
Manager, Miaoli Post Office	R. L. Fu	Department of English Language and Literature, Fu Jen Catholic University	Deputy Manager, Hsinchu Post Office	2021.05.12
Manager, Nantou Post Office	C. L. Huang	Department of English Language, Literature and Linguistics, Providence University	Section Chief, Planning and Marketing Section, Taichung Post Office	2022.01.17
Manager, Yunlin Post Office	Y. C. Li	Taichung City Lizen High School	Deputy Manager, Yunlin Post Office	2021.07.16
Manager, Pingtung Post Office	S. H. Chiu	Master in Information Management, National Kaohsiung University of Science and Technology	Section Chief, Planning and Marketing Section, Kaohsiung Post Office	2022.01.16
Manager, Yilan Post Office	Y. C. Chen	Master in Public Policy and Management, Shih Hsin University	Manager, Hualien Post Office	2021.08.12
Manager, Hualien Post Office	C. P. Tu	Executive Master of Business Administration, National Pingtung University of Science and Technology	Deputy Manager, Hualien Post Office	2021.08.12
Manager, Taitung Post Office	K. Y. Tsai	Department of Business Administration, Fu Jen Catholic University	Section Chief, Business Section, Kaohsiung Post Office	2021.08.16
Manager, Penghu Post Office	H. R. Hsu	Master in Management, National Chiayi University	Section Chief, Business Section, Chiayi Post Office	2021.01.18
Director, Taipei Mail Processing Center	H. C. Lin	Department of Tourism Business, Tamsui Institute of Business Administration	Deputy Director, Taipei Mail Processing Center	2019.09.24

Note: Said officers are all nationals of R.O.C