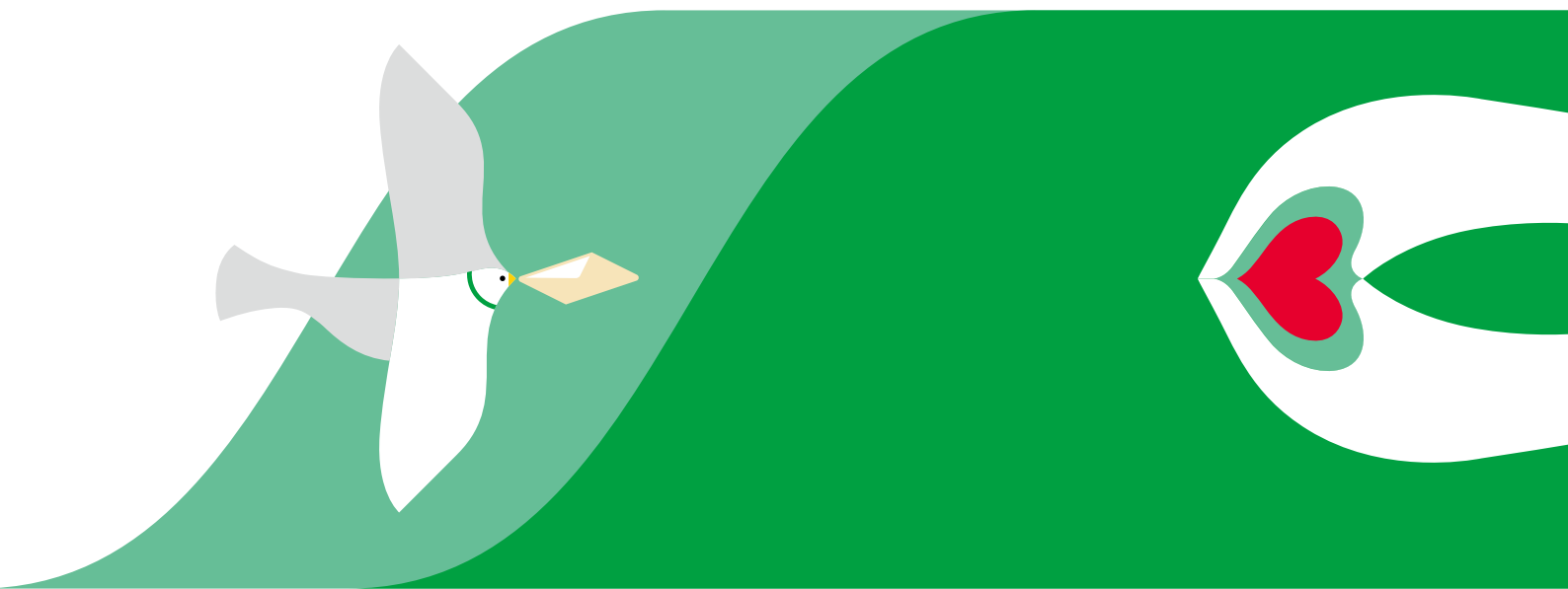


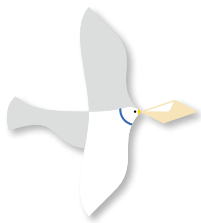


## Corporate Governance

### **12 I. Organizational Structure**

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





## I. Organizational Structure

### (I) Structure

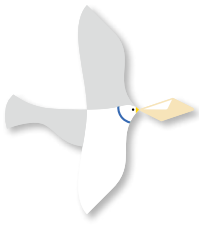
The Company is under the command of the Ministry of Transportation and Communications and has an organizational structure as follows:

1. 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 and 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, three assistant presidents, and one chief secretary are assigned to assist the president. The President's Office shall be established, with divisions set up as needed according to business requirements.
4. The Chief Risk Officer is responsible for risk management. The Office of Risk Management is set up with one director shall be appointed, with divisions set up as needed according to business requirements.
5. The Chief Legal Compliance Officer is responsible for overseeing the compliance with the law and other legal matters. The office of Legal and Compliance is set up with one director, with divisions set up as needed according to business requirements.
6. The Chief Corporate Governance Officer is the top executive responsible for matters related to corporate governance.
7. The Auditor General, appointed by the Board of Directors, is responsible for conducting the Company's audits and is required to report to the Board and Supervisors on a regular basis. The Department of Auditing (right under the command of the Board), headed by a Director and supervised by the auditor general, is also established.
8. The Strategic Planning Committee has one chairperson, a position that can be held by the President concurrently. The committee also consists of five vice chairpersons (one of whom works on a full-time basis) and several committee members.
9. The Postal Capital Operations Committee serves as the Company's dedicated unit for effectively utilizing postal capital. Composed of nine to thirteen members. One of the members serves as the convener, concurrently served by the president.
10. The Risk Management Committee is responsible for overseeing risk management operating mechanisms, led by the chairperson, and composed of several committee members.
11. The Digital Development Committee serves as the Company's dedicated unit for advancing data and digital technology development. The committee consists of the Chairperson (also being the convener), President, and five senior executives.
12. The Sustainable Development Committee serves as the Company's dedicated unit for decision-making and promotion of sustainable development. The committee is chaired by the Chairperson, the president as the vice chairman, and several committee members.



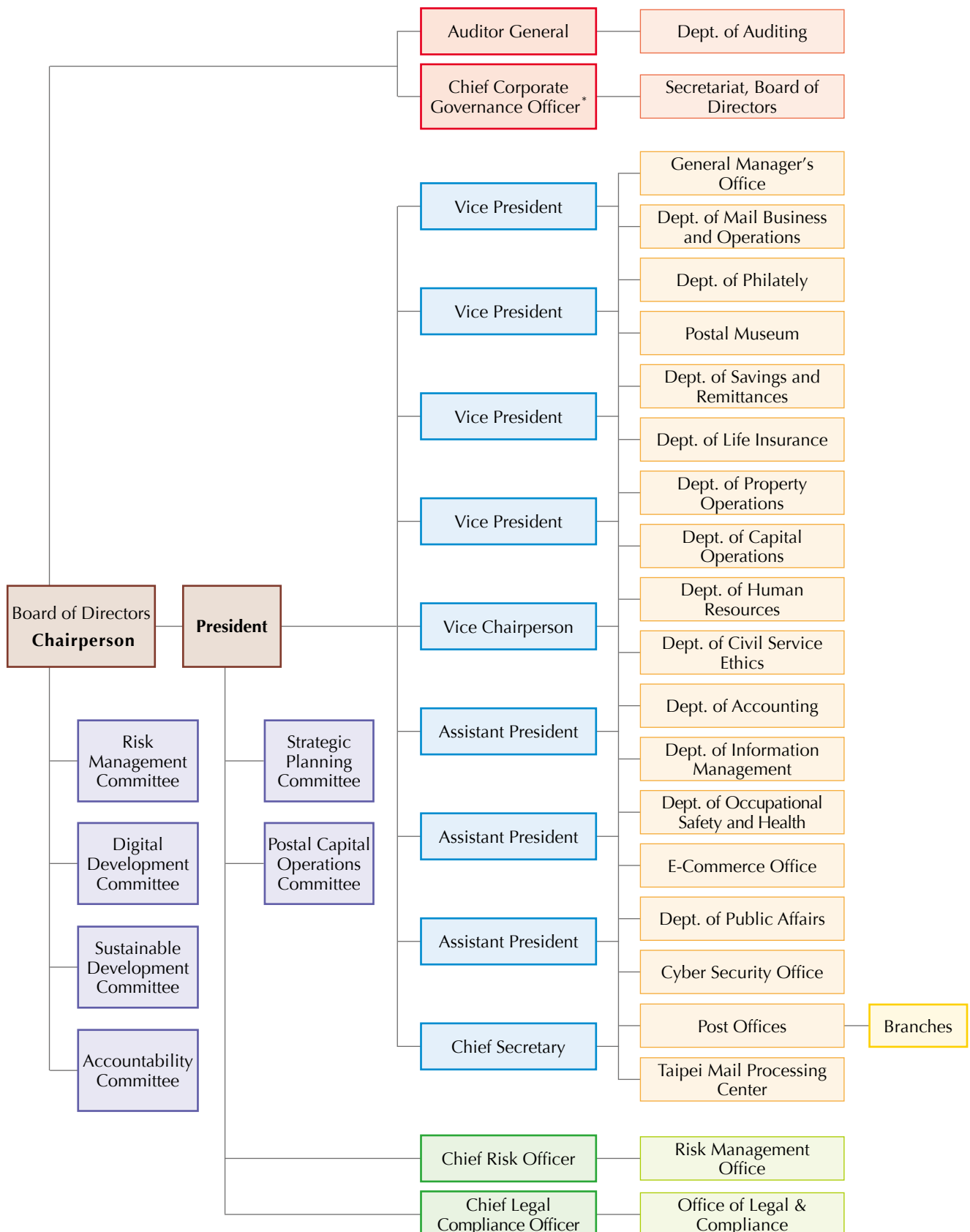
The Management Team (from left: Chief Secretary C. N. Cheng, Assistant President L. C. Huang, Assistant President Y. H. Chien, Vice President T. L. Chen, Vice President S. C. Lan, President J. T. Chiang, Chairperson K.T. Wang, Vice President C. L. Chen, Vice President W. C. Tsai, Vice Chairperson W. R. Wang, Assistant President C. F. Tsai, Auditor General M. Y. Huang)

13. The Accountability Committee is established to handle matters of accountability and to facilitate the implementation of the Responsibility Mapping System. The committee consists of five members, chaired by the Chairperson, and the Chairperson further appoints two members from the board of directors and two others from the supervisors.
14. 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 E-Commerce Office, and the Cyber Security Office.
15. Nineteen post offices are designated as Responsibility Center Offices to serve as an administrative and supervisory bodies, leading the branch offices they oversee to form operational teams.
16. To meet the need for mail business operations, Taipei Mail Processing Center is established to coordinate mail processing operations and mail delivery network through a high-performance automatic system.



## (II) Organization Chart

Record Date: 2025.02.08



\* 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 the administrative branch and the business branch. The business branch is further subdivided into self-management branch and agential service branch. As of the end of 2024, the total number of the offices reached 1,994. The administrative branch ran 20 offices, including the head office and 19 post offices. The business branch operated 1,974 offices, out of which 1,296 belonged to self-management sub-branch, including 1 mail processing center and 1,295 post office branches. The other 678 offices were part of the agential service sub-branch, including 422 postal agencies and 256 stamp-sales agencies.

**Branches of Postal Services**

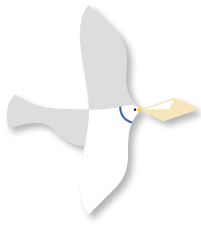
Unit: Office

Types		2023	2024	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%
		Post Office Branches	1,296	1,295	(0.08%)
		Temporary Post Offices	0	0	0%
		Subtotal	1,297	1,296	(0.08%)
	Agencies	Postal Agencies	439	422	(3.87%)
		Stamp-Sales	271	256	(5.54%)
		Subtotal	710	678	(4.51%)
	Total		2,027	1,994	(1.63%)

**II. Information about Board of Directors and Supervisors, President, Vice Presidents, Department Heads and Managers of Various Branches****(I) Information about Directors and Supervisors**

2025.02.10

Title	Name	Education	Major Experience(s)	Date Elected
Director	K.T. Wang	Ph.D. in Institute of Traffic and Transportation, National Chiao Tung University	Minister, Ministry of Transportation and Communications; Political Deputy Minister, Ministry of Transportation and Communications; Chairman, The Grand Hotel; Chairman, China Aviation Development Foundation; President, Intelligent Transportation Society of Taiwan; Chairman, iPASS Corporation; Advisor, Kaohsiung City Government & Director, Kaohsiung City Government, Taipei Office; Director General, Transportation Bureau, Kaohsiung City Government; Chairman, President, THI Consultants Inc.	2024.08.21
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	2024.08.21
Director	S. J. Su	Master in American Studies, Tamkang University	Director, Kaohsiung Customs; Director, Keelung Customs; Deputy Director, Taichung Customs; Deputy Director, Taipei Customs; Deputy Director, Keelung Customs; Chief Secretary, Customs Administration, Ministry of Finance	2024.08.21
Director	C. H. Chen	Department of Land Economics, National Chung Hsing University	Deputy Director, Senior Specialist, Section Chief, National Property Administration, Ministry of Finance	2024.08.21



Title	Name	Education	Major Experience(s)	Date Elected
Director	C. J. Hsiao	M.A., Institute of Naval Architecture, National Taiwan University	Counselor, National Development Council, Executive Yuan; Chief of Staff, Senior Assistant Trade Representative, Office of Trade Negotiations, Executive Yuan; Deputy Director-General, Industrial Development Bureau; Division Chief, Industrial Policy Division, Division Chief, Deputy Division Chief, Electronics and Information Division, Senior Technical Specialist, Sustainable Development Division, Section Chief, Technology Division, Industrial Development Bureau, Ministry of Economic Affairs	2024.08.21
Director	P. W. Chen	Ph.D., Institute of Finance, National Taiwan University	Assistant Manager, Section Chief, Commissioner, Department of the Economic Research, Central Bank of the Republic of China	2024.08.21
Director	C. L. Chang	Ph.D., in Civil and Construction Engineering Management, National Taiwan University of Science and Technology	Engineering Superintendent and Executive Secretary of Major Construction Supervision, Ministry of Transportation and Communications; Engineering Superintendent and Executive Secretary of Transportation Mobilization Committee; Ministry of Transportation and Communications; Deputy Magistrate, Hualien County; Chief Engineer, Taoyuan International Airport Corporation Ltd., Ministry of Transportation and Communications; Confidential Secretary of the Magistrate, Technical Specialist of Construction Bureau, Director of the Public Works Bureau, Hualien County Government; Engineer and Assistant Engineer, Ret-Ser Engineering Agency, Veterans Affairs Commission	2024.08.21
Director	H. C. Wang	Master, Institute of Labor and Human Resources, Chinese Culture University	Deputy Director, Department of General Planning; Section Chief, Department of Labor Relations; Senior Executive Officer; Section Chief, Legal Affairs Committee, Council of Labor Affairs, Executive Yuan	2024.08.21
Director	H. T. Hsu	Ph.D., Institute of Law, National Chung Cheng University	Adjunct Assistant Prof. National Tsing Hua University; Executive Secretary, Legal Affairs Committee, Ministry of Transportation and Communications; Director, Taiwan Postal Association	2024.08.21
Director	K. F. Chang	Ph.D., Institute of Architecture, National Cheng Kung University	Director, National Housing and Urban Regeneration Center; Director, Taiwan Tobacco & Liquor Corporation; Director, Department of Urban and Rural Development, Pingtung County; Vice President, Office of General Affairs, National Pingtung University	2024.08.21
Director	C. Y. Yang	Master, Division of Civil and Commercial Law, Graduate Institute of Law, National Taiwan University	Chairperson, Pingtung Bar Association; Arbitrator, Chinese Arbitration Association, Taipei; Member of Pingtung County Domestic Violence Prevention Committee; Member of Pingtung County Sexual Harassment Prevention Committee; Member of Pingtung County Medical Review Committee; Volunteer Lawyer, Consumers' Foundation, Chinese Taipei; Attorney, Legal Aid Foundation	2024.08.21
Director	S. F. Lai	Ph.D., Institute of Civil Engineering, Transportation Engineering Division, National Taiwan University	Associate Professor and Chairperson, Department of Distribution Management, Takming University of Science and Technology; Associate Professor and Director, Teaching-Learning Resources Center; Assistant Professor; 5th Secretary-General, Intelligent Transportation Society of Taiwan; Engineer, S. F. Lai's Traffic Engineering Office; Associate Researcher, Transportation Planning Office, Department of Transportation, Taipei City Government; Senior Planning Officer and Assistant Manager, THI Consultants Inc.	2024.08.21
Director	S. C. Chen	Department of Biological Science and Technology, Meiho University	5th and 6th Director, CPWU, Pingtung Division; Committee Member, and Convener of Audit Committee, Chunghwa Post Employee Benefits Committee; Manager, Donggang Post Office; Subsection Chief, Mail Business Subsection, Postal Affairs Section, Subsection Chief, Marketing and Development Subsection, Marketing Section, Assistant Clerk, Personnel Office	2024.08.21
Director	Y. H. Chan	National Open University	Branch Office Manager, Subsection Chief, Taichung Post Office; 6th Term, Labor Director, Board of Directors, CHP; Director, 3rd to 6th Term, CPWU; 5th to 6th Term, Vice Chairman, CPWU; Representative, Director, Vice Chairman, 3rd to 6th Term Chairman, CPWU Taichung Division; Section Chief, Welfare Section, Central Region Taiwan, CPWU	2024.08.21

### III. Corporate Governance

Title	Name	Education	Major Experience(s)	Date Elected
Director	Y. Y. Chen	Hungkuo Delin University of Technology (Junior College)	Mail Inspector, EMS/Speedpost Subsection, Taipei Post Office	2024.08.21
Supervisor	N. H. Pan	Master, Institute of Statistics, National Chung Hsing University	Deputy Director, Department of Census, Directorate-General of Budget, Accounting and Statistics, Executive Yuan; Director, Department of Statistics, Ministry of Education	2024.08.21
Supervisor	H. L. Geeng	Master, Institute of Public Administration and Policy, National Taipei University	Section chief, Department of Transportation, Environment and Natural Resources, Executive Yuan	2024.08.21
Supervisor	K. N. Chen	Master of Eminent Public Administrators, National Chengchi University	Chief Accounting Officer, Budget, Accounting and Statistics Office, Civil Aviation Administration, Ministry of Transportation and Communications; Chief Accounting Officer, Budget, Accounting and Statistics Office, Section Chief, Department of Accounting, Tourism Bureau	2024.08.21

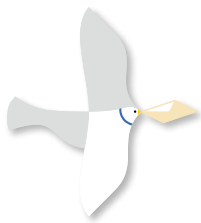
Note: Said officers are all nationals of R.O.C.

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

2025.05.15

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 Chief Corporate Governance Officer)	C. L. Chen	Master in Business Administration, University of California	Director, Department of Savings and Remittances, CHP	2021.08.12
Vice President	S. C. Lan	Department of Political Science, National Taiwan University	Assistant President, CHP	2024.01.30
Vice President	W. C. Tsai	Master in Mechanical Engineering, National Taiwan University	Vice Chairperson, Strategic Planning Committee, CHP	2025.01.16
Vice President	T. L. Chen	Master in Management Science, National Chiao Tung University; Master in Law, Soochow University	Assistant President, CHP	2025.01.16
Vice Chairperson, Strategic Planning Committee	W. R. Wang	Department of Law, National Taiwan University	Assistant President, CHP	2025.01.16
Assistant President	Y. H. Chien	Department of Economics, Soochow University	Director, Department of Life Insurance, CHP	2024.01.30
Assistant President	C. F. Tsai	Executive Master of Business Administration, National Chengchi University	Chief Secretary, CHP	2025.01.16
Assistant President	L. C. Huang	Master in Institute of Management, National Chiayi University	Manager, Taipei Post Office	2025.01.16
Auditor General	M. Y. Huang	Master in Institute of Law, Soochow University	Director, Department of Auditing, CHP	2025.01.16
Chief Secretary	C. N. Cheng	Master in Public Administration, National Chengchi University	Manager, Banqiao Post Office	2025.01.16
Chief Legal Compliance Officer	C. T. Lin	Department of Law, National Chung Hsing University	Director, Department of Auditing, CHP	2025.05.15
Chief Risk Officer	L. C. Cheng	Master in Institute of Accounting, National Taipei University	Chief Auditor, Department of Auditing, CHP	2024.01.16





Title	Name	Education	Major Experience(s)	Date Assuming Current Post
Director, Department of Auditing	Y. C. Yu	Department of Banking and Insurance, National Taipei College of Business	Deputy Curator, Postal Museum, CHP	2025.05.15
Director, Department of Mail Business and Operations	C. C. Ke	Master in Information Management, National Taiwan University of Science and Technology	Senior Executive Officer, General Manager's Office, CHP	2024.09.10
Director, Department of Savings and Remittances	K. L. Chen	Department of Business Administration, Soochow University	Senior Executive Officer, General Manager's Office, CHP	2025.01.16
Director, Department of Life Insurance	P. H. Hsu	Department of Business, National Open University	Senior Executive Officer, General Manager's Office, CHP	2024.05.02
Director, Department of Philately	L. H. Cheng	Department of Business Administration, National Chung Hsing University	Deputy Director, Department of Philately, CHP	2023.9.14
Director, Department of Property Operations	W. C. Tsai	Master in Mechanical Engineering, National Taiwan University	Vice Chairperson, Strategic Planning Committee, CHP	2025.01.16
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 Information Management	C. F. Chen	Department of Business Administration, Feng Chia University	Deputy Director, Department of Information Management, CHP	2022.01.21
Director, Department of Public Affairs	H. L. Hsu	Department of Administration, Junior Supplementary College of National Open University	Senior Executive Officer, General Manager's Office, CHP	2024.01.16
Director, Department of Human Resources	P. K. Li	Department of Industrial Engineering and Management, National Taipei University of Technology	Deputy Manager, Banqiao Post Office	2025.03.05
Director, Department of Civil Service Ethics	H. C. Lu	Department of Business Education, National Open University	Deputy Manager, Banqiao Post Office	2024.02.01
Director, Department of Accounting	H. M. Tu	Master in Accounting, National Taiwan University	Senior Executive Officer, General Manager's Office, CHP	2025.01.16
Director, Department of Occupational Safety and Health	A. R. Yeh	Department of Administration, Supplementary Open Junior College For Public Administration National Chengchi University	Manager, Kaohsiung Post Office	2024.01.16
Curator, Postal Museum	L. M. Tseng	Department of Economics, National Taiwan University	Committee Member, Strategic Planning Committee, CHP	2020.11.24
Director, Office of Legal and Compliance	H. F. Tang	Department of Law, Chinese Culture University	Section Chief, Legal Affairs Section, Office of Legal and Compliance, CHP	2019.10.01
Director, Office of Risk Management	Y. H. Chang	Executive Master of Business Administration, National Chengchi University	Section Chief, Comprehensive Planning Section, Office of Risk Management, CHP	2025.01.16
Director, E-Commerce Office	S. Y. Kuan	Department of Accounting, National Chung Hsing University	Deputy Manager, Sanchong Post Office	2025.01.16
Director, Cyber Security Office	P. S. Wu	Master in Information Management, Fu Jen Catholic University	Section Chief, Mail Information Section, Department of Information Management, CHP	2025.02.05
Director, Secretariat of Board of Directors	H. Y. Huang	Department of International Trade, Tamkang University	Committee Member, Strategic Planning Committee, CHP	2024.07.16
Manager, Taipei Post Office	L. C. Huang	Master in College of Administration, National Chiayi University	Manager, Tainan Post Office	2025.01.16
Manager, Banqiao Post Office	C. L. Chang	Master in College of Administration, National Chiayi University	Manager, Chiayi Post Office	2024.01.16



### III. Corporate Governance

Title	Name	Education	Major Experience(s)	Date Assuming Current Post
Manager, Taoyuan Post Office	C. F. Kang	Executive Master of Business Administration, National Chengchi University	Director, Department of Philately, CHP	2023.09.14
Manager, Taichung Post Office	Y. H. Yeh	Master in Management, Yuan Ze University	Manager, Hsinchu Post Office	2024.09.16
Manager, Tainan Post Office	L. Y. Liang	Master in Financial Management, CTBC Business School	Manager, Kaohsiung Post Office	2024.09.19
Manager, Kaohsiung Post Office	S. C. Yu	Executive Master of Business Administration, National Sun Yat-sen University	Deputy Manager, Tainan Post Office	2024.09.20
Manager, Keelung Post Office	S. P. Lin	Master in Marketing Management, National Chung Hsing University	Deputy Director, Department of Philately, CHP	2025.01.15
Manager, Sanchong Post Office	M. H. Hu	Master in Management Science, Ming Chuan University	Deputy Manager, Taipei Post Office	2025.01.16
Manager, Hsinchu Post Office	C. Y. Wu	Department of Public Administration, National Open University	Deputy Manager, Hsinchu Post Office	2024.09.16
Manager, Changhua Post Office	L. M. Chen	Master in Accounting, National Changhua University of Education	Deputy Manager, Changhua Post Office	2024.09.16
Manager, Chiayi Post Office	Y. C. Chen	Master in Public Policy and Management, Shih Hsin University	Deputy Manager, Taoyuan Post Office	2025.01.16
Manager, Pingtung Post Office	S. Y. Hsu	Department of Business Administration, National Yunlin University of Science and Technology	Manager, Yunlin Post Office	2024.09.16
Manager, Miaoli Post Office	P. H. Guo	Department of International Business, National Taichung College of Business	Section Chief, Planning and Marketing Section, Taichung Post Office	2024.01.16
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	H. H. Weng	Professional Master's Program in Business Administration, National Taiwan University	Section Chief, Planning and Marketing Section, Taoyuan Post Office	2024.09.16
Manager, Yilan Post Office	R. Y. Wang	Executive Master of Business Administration, National Taiwan Normal University	Section Chief, Hybrid Mail Section, Taipei Post Office	2024.01.16
Manager, Hualien Post Office	C. W. Chien	Executive Master of Business Administration, National Taiwan Normal University	Section Chief, Planning and Marketing Section, Taipei Post Office	2025.01.16
Manager, Taitung Post Office	H. Y. Feng	Department of Accounting, Feng Chia University	Section Chief, Business Management Section, Kaohsiung Post Office	2024.01.16
Manager, Penghu Post Office	C. H. Wu	Master in Business Management, Tatung University	Section Chief, Planning and Marketing Section, Chiayi Post Office	2023.09.07
Director, Taipei Mail Processing Center	Y. C. Tien	Department of Applied Business, Open College, National Taipei College of Business	Deputy Director, Taipei Mail Processing Center	2025.01.16

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