

EXECUTIVE DIRECTORS

Dr. Peter CHEN Cheng-yu, 66, is the Chairman of the Board. Dr. Chen graduated with a Bachelor of Science degree in Electrical Engineering in 1965 from the National Taiwan University. He was awarded a Doctoral degree in Electrical Engineering by Cornell University in 1971. Dr. Chen was the founder and the former Chairman of Mosel and Mosel-Vitelc Inc. He was also the founder of Crosslink Technology Partners and the former Chairman of the board of directors of Above Net. Dr. Chen has over 30 years of experience in the semiconductor industry. He founded the Group and has led its management team since then. He is also a director of CSMC Cayman and Stockside Limited (both of which are controlling shareholders of the Company).

Mr. Robert LEE Naii, 58, is a director of the Company and the President of the Group. Mr. Lee graduated from Tung Hai University with a Bachelor's degree in Physics in 1970. He was awarded a Master's degree in Physics by University of Georgia in 1976 and a Master of Science degree in Nuclear Engineering from University of California, Berkeley in 1977. Mr. Lee has over 19 years of experience in the semiconductor industry. His previous work experience includes working for Bechtel Corporation, and he was the founder and vice president of KFI Technology Corporation. Mr. Lee joined the Group in September 1998. He is also a director of CSMC Cayman and Stockside Limited.

Mr. TSAI Nein-nan, 52, is a director of the Company and the Group's Vice President of Production. Mr. Tsai graduated from Tung Hai University with a Bachelor of Science degree in Chemical Engineering in 1976. He was awarded a Master of Science degree in Chemical Engineering by Lamar University, Beaumont, Texas in 1983. He has more than 20 years of experience in the semiconductor industry as a photo engineer of UMC, process engineer of Philips Electronics N.V., fab manager of Hualong Microelectronic Corporation, manufacturing director of ProMOS Technologies Inc. and Director of Manufacturing of Mosel-Vitelc Inc. Mr. Tsai joined the Group in September 2001.

執行董事

陳正宇博士，66歲，董事會主席。陳博士於一九六五年畢業於國立台灣大學，取得電機工程理學士學位。他於一九七一年取得美國康乃爾大學電機工程博士學位。陳博士為茂矽及茂矽－華智的創辦人及前任主席，亦為Crosslink Technology Partners的創辦人及原網上網公司的前任董事長。陳博士於半導體行業擁有超過三十年經驗，創辦本集團並自此一直擔任本集團的管理層的領導人。他亦出任上華半導體及Stockside Limited(兩家公司均為本公司的控股股東)的董事。

李乃義先生，58歲，本公司董事兼本集團總裁。李先生於一九七零年畢業於東海大學，持有物理學士學位。他於一九七六年獲得美國喬治亞州立大學物理碩士及於一九七七年獲得美國加州大學柏克萊分校理學碩士核子工程專業學位。李先生於半導體行業積逾十九年經驗。他曾任職於Bechtel Corporation，亦曾為KFI Technology Corporation的創辦人及副總裁。李先生於一九九八年九月加盟本集團。他亦出任上華半導體及Stockside Limited的董事。

蔡聯南先生，52歲，本公司董事兼本集團生產副總裁。蔡先生於一九七六年畢業於東海大學，持有化學工程理學士學位。他於一九八三年獲得美國德克薩斯州Beaumont的Lamar University理學碩士化學工程專業學位。蔡先生於半導體行業積逾二十年經驗，曾出任聯華的photo engineer、Philips Electronics NV的流程工程師、Hualong Microelectronic Corporation的晶圓代工經理、茂德科技的生產主任及茂矽－華智的生產主任。蔡先生於二零零一年九月加盟本集團。

NON-EXECUTIVE DIRECTORS

Mr. ONG Thiam Kin, 47, is a director of the Company. Mr. Ong also serves as an executive director and the chief financial officer of Hong Kong Main Board listed CR Logic and as a director of CR Microelectronics, CRT (BVI) Limited and Faithway. Mr. Ong has overall responsibility for the financial and legal operations of the China Resources Logic group. He is a fellow member of the Association of Chartered Certified Accountants in the United Kingdom, the Hong Kong Society of Accountants and a member of the Institute of Certified Public Accountants of Singapore. He also holds a Master degree in Business Administration from the University of Southern Queensland, Australia. He has a number of years of diverse experience in professional practice, manufacturing, marketing and distribution, telecommunication and property development straddling various countries in Southeast Asia, Hong Kong and the PRC.

Mr. YU Yu, 43, is a director of the Company. Mr. Yu also serves as an executive director and vice president in business development of CR Logic, responsible for the business development of CR Logic. Mr. Yu is also a director of CR Microelectronics and Faithway. Mr. Yu has a number of years of experience in direct investment and project management. He has a Master degree in Engineering from the Dalian Institute of Technology and a Master degree in Business Administration from the University of San Francisco.

Dr. CHEN Nan-xiang, 44, is a director of the Company. Dr. Chen also serves as a director and deputy general manager of CR Microelectronics with responsibility for strategic planning, product development and R&D. He is also a director and the president of China Resources Semiconductor Wafer & Chips Ltd. Dr. Chen has had more than 16 years of semiconductor industrial experience. In addition, Dr. Chen has worked at the Max Planck Institute for Microstructures in Germany as a visiting scientist, the Fraunhofer Institute of Integrated Circuits in Germany as a research fellow, and the Institute of Microelectronics of Peking University as associate professor. Dr. Chen received his Bachelor Degree from the University of Electronic Science and Technology of China in 1982, Master Degree from Shaanxi Research Institute of Microelectronics in 1985, and PhD from Beijing Normal University.

非執行董事

王添根先生，47歲，本公司董事。王先生亦為於香港主板上市的華潤勵致的執行董事兼財務總裁，並為華潤微電子、CRT (BVI) Limited及Faithway的董事，負責華潤勵致集團整體財務及法律事務運作。王先生為英國特許公認會計師公會及香港會計師公會的資深會員，並為新加坡會計師公會的成員。他持有澳洲南昆士蘭大學工商管理碩士學位。王先生在東南亞、香港及中國多個國家的專業管理、生產、市場推廣及分銷、電訊及物業發展等方面擁有多年經驗。

俞宇先生，43歲，本公司董事。俞先生亦為華潤勵致的執行董事兼業務發展部副總裁，負責華潤勵致的業務發展。俞先生亦是華潤微電子及Faithway的董事。俞先生具有多年從事直接投資及項目管理經驗，並擁有大連理工大學工程學碩士及三藩市大學工商管理碩士學位。

陳南翔博士，44歲，本公司董事。陳博士亦為華潤微電子的董事兼副總經理，負責策略計劃、產品開發及研發工作，他曾任China Resources Semiconductor Wafer & Chips Ltd.的董事及總裁。陳博士具有逾十六年從事半導體工業的經驗。此外，陳博士曾擔任德國Max Planck微結構研究所的客席科學家、德國Fraunhofer集成電路研究所的客席研究員，以及北京大學微電子研究所的客席教授。陳博士於一九八二年獲得中國電子科技大學的學士學位，於一九八五年獲得陝西微電子研究所的碩士學位，並持有北京師範大學的哲學博士學位。

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mrs. Kum Loon OON, 53, is a director of the Company. Mrs. Oon graduated from the University of Singapore in 1973 with a Bachelor of Business Administration degree. She was awarded the Esso Scholarship during her tertiary education and completed her honours degree in Business Administration at the University of Singapore in 1974. Mrs. Oon has approximately 30 years' experience in the banking industry. Over this period, she led and managed a diverse range of portfolios in DBS Group. Her extensive experience included credit management, capital markets and risk management. She retired from DBS as chief financial officer in 2003 where her responsibilities included the financial reporting of the affairs and activities of the entire DBS Group, as well as capital management and alliances and acquisitions, investor relations, and asset liability management. Mrs. Oon was appointed as a director in May 2004.

Mr. Mark HSUE Chi Nan, 54, is a director of the Company. Mr. Hsue graduated from National Chiao Tung University, Taiwan with a Bachelor degree in Electrophysics in 1973. He was awarded a Master degree in Electrical Engineering from the University of California, Santa Barbara in 1978. Mr. Hsue also serves as a director and the president of Uni-Pac Management Company, a venture capital management company focused on biotech and high-tech investments. Mr. Hsue has a number of years of experience in semiconductor and high tech industries. He was a co-founder and served various executive positions within Mosel and Mosel-Vitellic Inc. Mr. Hsue was appointed as a director in May 2004.

獨立非執行董事

溫金鸞女士，53歲，本公司董事。溫女士於一九七三年在新加坡大學畢業，取得工商管理學士學位。她接受大專教育時期曾獲得Esso獎學金，並於一九七四年完成新加坡大學工商管理榮譽學士學位。溫女士於銀行界有約三十年經驗，在該段期間，曾領導及管理DBS集團多個範疇。她經驗廣博，具有信貸管理、資本市場及風險管理方面的經驗。溫女士曾任職星展的財務總監，負責星展集團的整體財務申報事宜及業務，以及資本管理、聯盟及收購活動、投資者關係及資產與負債管理，於二零零三年退休。溫女士於二零零四年五月獲委任為董事。

許奇楠先生，54歲，本公司董事。許先生於一九七三年在台灣國立交通大學畢業，取得電子物理學系學士學位。他於一九七八年榮獲美國加州大學聖巴巴拉分校電子工程學碩士學位。許先生亦出任聯太管理顧問股份有限公司的董事及總裁，該公司為一家創業基金管理公司，專門從事生物科技及高科技投資。許先生於半導體及高科技行業方面有多年經驗。他是茂矽和茂矽－華智的聯合創辦人，曾於茂矽和茂矽－華智出任多個行政管理職位。許先生於二零零四年五月獲委任為董事。

INDEPENDENT NON-EXECUTIVE DIRECTORS (Cont'd)

獨立非執行董事(續)

Mr. Ralph Sytze YBEMA, 38, is a director of the Company. Mr. Ybema obtained an LLM in business law from the University of Leiden in 1990 and in 1993 gained certification as corporate counsel through the Dutch bar exam equivalent for in-house counsel. Mr. Ybema was part of the Corporate Legal Department at Royal Philips Electronics N.V. of the Netherlands, focusing on its activities in the PRC.

Ralph Sytze YBEMA先生，38歲，本公司董事。Ybema先生於一九九零年取得University of Leiden商業法碩士學位，並於一九九三年獲得荷蘭大律師試的企業律師資格，相等於內部律師的資歷。Ybema先生自一九九七年加入Computer Sciences Corporation (「CSC」)。之前，Ybema先生為荷蘭Royal Philips Electronics N.V.企業法律部門的成員，專注中國業務。

Mr. Ybema was assigned to Hong Kong in May 1995 where his brief included Philips' Asian and PRC Mergers & Acquisitions activities. In 1997, Mr. Ybema joined US-based Global IT outsourcing provider Computer Sciences Corporation ("CSC") in 1997 as European Counsel in London and in 2000 returned to Asia as General Counsel for CSC's Asia Group. He is currently acting as Asia-Pacific and China corporate counsel to CSC and other, mainly European, clients. Mr. Ybema is President of the Hong Kong Corporate Counsel Association, founded in March 2003. He was also a Founding Member and the first Secretary of the Singapore Corporate Counsel Association, and continues to serve on the committee of the association. Mr. Ybema was appointed a Director in May 2004.

Ybema先生於一九九五年五月派註香港，其業務包括集團的亞洲併購業務。於一九九七年，Ybema先生加入倫敦CSC作為歐洲律師，於二零零零年，他重返亞洲出任CSC亞洲集團的一般律師。Ybema先生為於二零零三年三月創立的Hong Kong Corporate Counsel Association的主席。他亦是Singapore Corporate Counsel Association的創辦成員及首任秘書，並繼續出任該協會委員會成員。Ybema先生於二零零四年五月獲委任為董事。

EXECUTIVE MANAGEMENT

Mr. Frank LAI Ni Hium, 43, is the Chief Financial Officer of the Group. Mr. Lai graduated from the University of Western Australia in 1982 with a Bachelor degree in Commerce. He was awarded a graduate diploma in Business and Administration from the Curtin University of Technology of Western Australia in 1988. He is a member of the Australian Society of Certified Practicing Accountants. Before he joined the Group in May 2000, Mr. Lai served as the chief executive officer of Logic International Ltd. and the chief financial officer in Eagle Brand Holdings Ltd. of Singapore. He is also a member of the advisory board of Business Week Asia CFO Forum. Mr. Lai joined the Group in May 2000.

Mr. Elvis DENG, 42, is the Vice President of Marketing and Sales of the Group. Mr. Deng graduated from National Chiao Tung University, Taiwan with a Bachelor of Science degree in 1985 and has acquired a Master degree in Business Administration from the Management School of the National Taiwan University in 2004. He has over 16 years of experience in the semiconductor industry. Prior to joining the Group, Mr. Deng was the vice president of Finance, Resources and Corporate Strategy of Ardentec Corporation, Taiwan. He was also the director of Finance and Administration of Vanguard International Semiconductor-America, California. Mr. Deng joined the Group in August 2003.

Mr. Steve HUANG Dong-tsair, 46, is the Vice President of Quality of the Group. Mr. Huang holds a Master degree in Chemistry from Fujen University, Taiwan. He has over 20 years of experience in the semiconductor industry. Mr. Huang served as a deputy director of Mosel-Vitellic Inc. His previous experience also includes positions at Electronic Research Service Organization (ERSO) of Industrial Technology Research Institute (ITRI, Taiwan) and Millipore Asia Limited Taiwan Branch Office (US). Mr. Huang joined the Group in October 1999.

行政人員

黎汝雄先生，43歲，本集團財務總監。黎先生於一九八二年自西澳洲大學畢業，獲得商學士學位。他於一九八八年取得西澳歌廷理工大學工商管理畢業文憑。他是澳洲執業會計師協會會員。於二零零零年五月加入本集團之前，黎先生曾擔任勵致洋行行政總裁及新加坡鷹牌控股公司財務總監。他亦為Businessweek Asia CFO Forum顧問會成員。黎先生於二零零零年五月加盟本集團。

鄧茂松先生，42歲，本集團市場及銷售副總裁。鄧先生於一九八五年獲得台灣國立交通大學理學士，於二零零四年獲得國立台灣大學商學研究所工商管理碩士學位。他於半導體行業擁有逾十六年經驗。於加盟本集團前，鄧先生曾任台灣欣銓科技股份有限公司的財資及策略副總裁。他曾任加州世界先進半導體電路(美國)的財務及行政處長。鄧先生於二零零三年八月加盟本集團。

黃棟材先生，46歲，本集團質量副總裁。黃先生持有台灣輔仁大學化學碩士學位。他於半導體行業累積逾二十年經驗。黃先生為茂矽一華智副處長，曾任職於台灣工業科技研究學院(ITRI，台灣)電子工業研究所(ERSO)及密理博亞洲有限公司台灣分公司(美國)。黃先生於一九九九年十月加盟本集團。

EXECUTIVE MANAGEMENT (Cont'd)

Mr. TENG Jingxin, 60, is the Vice President of Domestic Business Development of the Group. Mr. Teng graduated from Southeast University China with a Bachelor degree in Electrical Engineering in 1968. He has over 37 years of experience in the semiconductor industry. Mr. Teng served as Chief Engineer of Huajing Group, Director of Huajing Bipolar IC Research Department and Chief Engineer of the Bipolar IC Chief Factory of Huajing Group, and Vice Superintendent of 58th Institute of Microelectronics. Mr. Teng joined the Group in January 2002.

Mr. SU Wei, 42, is the Senior Director of Technology Development of the Group. Mr. Su graduated from Hua Zhong University of Science and Technology, China with a Bachelor degree in Semiconductor Devices and Physics. Mr. Su has over 18 years of experience in the semiconductor industry. He was formerly the Deputy Director and Chief Engineer of the Huajing MOS IC Fab. He joined the Group in February 1998.

Mr. Matthew LU Hsin-ming, 44, is the Group's Director of Fab 2. Mr. Lu graduated from Tunghai University, Taiwan, with a Bachelor degree in Physics in 1984. Mr. Lu has a number of years of experience in the semiconductor industry. Prior to his current position, Mr. Lu was Production Manager of ProMOS Technologies Inc. Mr. Lu joined the Group in September 2002.

Mr. Elvis HUANG Yu-ping, 43, is the Group's Director of Process Integration. Mr. Huang graduated from National Central University Taiwan with a Master degree in Physics. Mr. Huang has more than 13 years of experience in the semiconductor industry with previous employment at Mxic, ProMOS Technologies Inc. and Mosel. Mr. Huang joined the Group in September 2002.

行政人員 (續)

滕敬信先生，60歲，本集團的國內市場開拓副總裁。滕先生於一九六八年獲得中國西南大學理學電力工程學士學位。他於半導體行業擁有逾三十七年經驗。滕先生為華晶集團總工程師、華晶雙極集成電路研究部主任、華晶集團Bipolar IC Chief Factory的總工程師及原第58微電子研究所副所長。滕先生於二零零二年一月加盟本集團。

蘇巍先生，42歲，本集團技術開發處處長。蘇先生乃中國華中工學院畢業，獲半導體器件及物理專業學士學位。蘇先生於半導體行業積逾十八年經驗。他曾出任華晶MOS晶圓代工廠副董事兼總工程師。他於一九九八年二月加盟本集團。

陸新民先生，44歲，本集團二廠的廠長。陸先生於一九八四年畢業於台灣東海大學，持有物理學學士學位。陸先生於半導體行業積逾多年經驗。於出任現時職位前，陸先生曾出任茂德科技生產經理。陸先生於二零零二年九月加盟本集團。

黃宇萍先生，43歲，本集團加工集成總監。黃先生畢業於台灣國立中央大學，持有物理學碩士學位。黃先生於半導體行業積逾十三年經驗，曾任職於Mxic、茂德科技及茂矽。黃先生於二零零二年九月加盟本集團。

EXECUTIVE MANAGEMENT (Cont'd)

Mr. Phillip WEN Jen-di, 42, is the Fab Director of Fab 1. Mr. Wen was awarded a Master and a Doctor degree in Materials Science at University Erlangen-Nuernberg, Germany in 1990 and 1994, respectively. Prior to joining the Group, Mr. Wen was a manager at TSMC. Mr. Wen joined the Group in September 2002.

Mr. Eric LIU, 41, is the Group's Director of Marketing & Sales. Mr. Liu graduated from Peking University with a bachelor degree in 1984, and from Stanford University with a Ph.D. degree in 1995 and from University of Chicago with a MBA degree in 2001. Prior to joining the Group, Mr. Liu had rich experience in semiconductor industry as an engineer in Silicon Valley, as a market analyst at Applied Materials, and as a venture capitalist at Investor AB.

Mr. Filian WU Hsiao-chia, 40, is the Director of Technology Development's special project task force. Mr. Wu graduated from National Cheng Kung University with a Master degree in Electrical Engineering in 1990. Mr. Wu has over 14 years of process integration and technology development experience in the semiconductor industry. Prior to joining the Group, Mr. Wu served as UMC's 8-inch Fab Process Integration Manager. Mr. Wu joined the Group in November 2001.

Mr. HUA Min-hong, 38, is the Director of Fab Construction Division. Mr. Hua graduated from Southeast University in China with a Bachelor degree in Computer Science in 1988. He has more than 15 years of experience in the semiconductor industry. Prior to joining the Group in February 1998, Mr. Hua served as a senior equipment engineer of Implant and deputy chief engineer of the MOS Fab of Huajing.

行政人員(續)

溫珍荻先生，42歲，一廠廠長。溫先生分別於一九九零年及一九九四年於德國 University Erlangen-Nuernberg取得材料科學碩士及博士學位。於加盟本集團前，溫先生曾出任台積電經理。溫先生於二零零二年九月加盟本集團。

劉軍先生，41歲，本集團的市場及銷售處處長。劉先生於一九八四年北京大學畢業，持有學士學位。於一九九五年獲得史丹福大學有博士學位，並於二零零一年獲得芝加哥大學工商管理碩士學位。於加盟本集團前，劉先生於半導體行業擁有豐富經驗，曾出任 Silicon Valley 的工程師、Applied Materials 的市場分析員及 Investor AB 的創業資本家。

吳孝嘉先生，40歲，技術開發部特殊項目工作小組總監。吳先生於一九九零年畢業於國立成功大學，持有電機工程碩士學位。吳先生於半導體行業的加工集成及技術開發方面積逾十四年經驗。於加盟本集團前，吳先生曾出任聯華晶圓8英寸製造廠加工集成經理。吳先生於二零零一年十一月加盟本集團。

華敏洪先生，38歲，新廠工程處處長。華先生於一九八八年畢業於中國東南大學，持有電腦學士學位。他於半導體行業積逾十五年經驗。於一九九八年二月加盟本集團前，華先生曾出任 Implant 高級設備工程師及華晶 MOS 製造廠副工程總監。

EXECUTIVE MANAGEMENT (Cont'd)

Mr. Raymond TONG Kwok-kong, 30, is the Director of Marketing & Sales of the Group. Mr. Tong graduated from the Wharton School, University of Pennsylvania with a Bachelor of Science degree in Economics and the Moore School of Engineering, University of Pennsylvania, with a Bachelor of Science in Electrical Engineering in 1997. Prior to joining the Group, Mr. Tong was a management consultant at McKinsey & Co. (Greater China). Mr. Tong joined the Group in January 2002.

Mr. WEN Wei-jing, 40, is the Group's Deputy Director of Process Integration. Mr. Wen graduated from National Taiwan University with a Bachelor of Science degree in Chemical Engineering in 1987. He was awarded a Master degree in Materials Science Engineering by National Tsing-Hwa University, Taiwan in 1989. Mr. Wen has over 12 years' IC experience with previous employment at TSMC and ProMOS Technologies Inc. Mr. Wen was a deputy project manager of TSMC. Mr. Wen joined the Group in May 2003.

行政人員 (續)

湯國江先生，30歲，本集團市場及銷售處處長。湯先生於一九九七年畢業於美國賓西尼亞大學沃頓學院，持有經濟學理學士學位；及賓西尼亞大學Moore School of Engineering，持有電機工程理學士學位。於加盟本集團前，湯先生曾出任麥肯錫公司(大中華)管理顧問。湯先生於二零零二年一月加盟本集團。

溫維經先生，40歲，本集團加工集成副總監。溫先生於一九八七年畢業於國立台灣大學，持有化學工程理學士學位。他於一九八九年取得台灣國立清華大學材料科學工程學碩士學位。溫先生曾任職於台積電及茂德科技，在IC方面積逾十二年經驗，亦曾為台積電的項目副經理。溫先生於二零零三年五月加盟本集團。