

2.5 Management Team

2.5.1 Information Regarding Management Team

Title/Name	On-board Date (Note 1)	Shareholding		Spouse & Minor		TSMC Shareholding by Nominee Arrangement (Shares)
		Shareholding	%	Shareholding	%	
Chairman & CEO Morris Chang (Note 2)	01/01/1987	118,587,914	0.46%	85,217	0.00%	-
President New Businesses Rick Tsai	12/18/1989	33,654,505	0.13%	-	-	-
Senior Vice President & Chief Information Officer Information Technology & Materials Management and Risk Management Stephen T. Tso	12/16/1996	15,055,693	0.06%	-	-	-
Senior Vice President Operations Mark Liu	11/15/1993	13,000,573	0.05%	-	-	-
Senior Vice President Business Development C.C. Wei	02/01/1998	8,444,325	0.03%	261	0.00%	-
Senior Vice President Research & Development Shang-yi Chiang	11/10/2009	2,412,481	0.01%	-	-	-
Vice President Mainstream Fab Operations/Affiliates M.C. Tzeng	01/01/1987	7,699,595	0.03%	102,722	0.00%	-
Vice President & General Counsel Legal Richard Thurston	01/02/2002	1,939,892	0.01%	-	-	-
Vice President, Chief Financial Officer & Spokesperson Finance Lora Ho	06/01/1999	6,221,080	0.02%	110,268	0.00%	-
Vice President Materials Management and Risk Management P.H. Chang (Note 3)	07/01/2000	5,098,778	0.02%	-	-	-
Vice President Operations Wei-Jen Lo	07/01/2004	2,881,127	0.01%	-	-	-
Vice President Worldwide Sales and Marketing Jason C.S. Chen	03/31/2005	2,488,320	0.01%	122	0.00%	-
Vice President & Chief Technology Officer Research and Development Jack Sun	06/02/1997	4,817,095	0.02%	-	-	-
Vice President Deputy Head of Research and Development Design and Technology Platform Fu-Chieh Hsu	03/31/2006	2,015,726	0.01%	-	-	-
Vice President Operations Y.P. Chin	01/01/1987	6,184,823	0.02%	140,808	0.00%	-
Vice President Quality and Reliability N.S. Tsai	03/01/2000	2,051,180	0.01%	1,103,253	0.00%	-
Vice President President of TSMC North America Rick Cassidy	11/14/1997	0	0.00%	-	-	-
Vice President Human Resources L.C. Tu	01/01/1987	9,310,067	0.04%	1,252,481	0.00%	-

Note 1: On-board date means the official date joining TSMC.

Note 2: Effective June 12, 2009, the Chairman of the Board, Dr. Morris Chang, was appointed as Chief Executive Officer of TSMC.

Note 3: Mr. P.H. Chang's special retirement has been approved and will be effective starting from March 31, 2010.

Education & Selected Past Positions	Selected Current Positions at Other Companies	Managers Who are Spouses or within Second-degree Relative of Consanguinity to Each Other		
		Title	Name	Relation
Ph.D., Electrical Engineering, Stanford University, USA Chairman, Industrial Technology Research Institute President & Chief Operation Officer, General Instrument Corporation Group Senior Vice-President, Texas Instrument	None			
Ph.D., Material Science, Cornell University, USA Chief Executive Officer, TSMC Chief Operating Officer, TSMC Executive Vice President, Worldwide Marketing and Sales, TSMC President, Vanguard International Semiconductor Corp.	Director, TSMC subsidiaries	-	-	-
Ph.D., Materials Science & Engineering, University of California, Berkeley, USA President, WaferTech, L.L.C. Senior Vice President, Operations, TSMC	Director, TSMC subsidiaries	-	-	-
Ph.D., Electrical Engineering & Computer Science, University of California, Berkeley, USA Senior Vice President, Advanced Technology Business, TSMC Vice President, South Site Operation, TSMC President, Worldwide Semiconductor Manufacturing Corp.	None	-	-	-
Ph.D., Electrical Engineering, Yale University, USA Senior Vice President, Mainstream Technology Business, TSMC Vice President, South Site Operation, TSMC Senior Vice President, Chartered Semiconductor Manufacturing Ltd.	Director, TSMC subsidiaries Director, TSMC affiliates	-	-	-
Ph.D., Electrical Engineering, Stanford University, USA Senior Vice President, Research and Development, TSMC	Director, TSMC subsidiaries Director, TSMC affiliates	-	-	-
Master, Applied Chemistry, Chungyuan University, Taiwan Vice President, Mainstream Technology Business, TSMC Senior Director, Fab 2 Operation, TSMC	None	Department Manager	M.J. Tzeng	Siblings
J.D., Rutgers School of Law, State University of New Jersey, USA Ph.D., History, University of Virginia, USA Partner, Haynes Boone, LLP. Vice President Corporate Staff, Assistant General Counsel, Texas Instruments Incorporated	Director, TSMC subsidiaries Director, TSMC affiliates	-	-	-
Master, Business Administration, National Taiwan University, Taiwan Director, Accounting, TSMC Vice President & CFO, TI-Acer Semiconductor Manufacturing Corp.	Director and/or Supervisor, TSMC subsidiaries Director, TSMC affiliates	-	-	-
Ph.D., Materials Science & Engineering, Purdue University, USA Vice President, Human Resources, TSMC Senior Director, Materials Management, TSMC Vice President, Worldwide Semiconductor Manufacturing Corp.	None	-	-	-
Ph.D., Solid State Physics & Surface Chemistry, University of California, Berkeley, USA Vice President, Advanced Technology Business, TSMC Vice President, Research & Development, TSMC Vice President, Operation II, TSMC Director, Advanced Technology Development & CTM Plant Manager, Intel	None	-	-	-
Master, Business Administration, University of Missouri-Columbia, USA Vice President & Co-Director of Worldwide Sales & Marketing Group, Intel	Director, TSMC subsidiaries	-	-	-
Ph.D., Electrical Engineering, University of Illinois at Urbana-Champaign, USA Senior Director, Logic Technology Division, TSMC R&D, International Business Machines	None	-	-	-
Ph.D., Electrical Engineering and Computer Sciences, University of California, Berkeley, USA Chairman, Monolithic System Technology Inc. Chairman, Myson Technology Inc. Vice President, Integrated Device Technology Inc.	Director, TSMC subsidiaries	-	-	-
Master, Electrical Engineering, National Cheng Kung University, Taiwan Vice President, Advanced Technology Business, TSMC Senior Director, Product Engineering & Services, TSMC	None	-	-	-
Ph.D., Material Science, Massachusetts Institute of Technology, USA Senior Director, Assembly Test Technology & Service, TSMC Vice President, Operations, Vanguard International Semiconductor Corp.	None	-	-	-
Bachelor, Engineering Technology, United States Military Academy at West Point, USA Vice President of TSMC North America Account Management	Director, TSMC North America	-	-	-
Master, Business Administration, Tulane University, USA Senior Director, Corporate Planning Organization, TSMC Senior Director, Fab 5 Operation, TSMC	None	-	-	-

2.5.2 Compensation Paid to CEO, President and Vice Presidents (Note 1)

Unit: NT\$ thousands

Title	Name	Salary		Severance Pay and Pensions (Note 5)		Bonuses and Allowances (Note 6)	
		From TSMC	From All Consolidated Entities	From TSMC	From All Consolidated Entities	From TSMC	From All Consolidated Entities
Chairman & Chief Executive Officer	Morris Chang (Note 2)	54,570	65,621	5,575	13,008	420,989	487,275
President New Businesses	Rick Tsai						
Senior Vice President & Chief Information Officer Information Technology & Materials Management and Risk Management	Stephen T. Tso						
Senior Vice President Operations	Mark Liu						
Senior Vice President Business Development	C.C. Wei						
Senior Vice President Research and Development	Shang-yi Chiang (Note 3)						
Vice President Mainstream Fab Operations/Affiliates	M.C. Tzeng						
Vice President & General Counsel Legal	Richard Thurston						
Vice President, Chief Financial Officer & Spokesperson Finance	Lora Ho						
Vice President Materials Management and Risk Management	P.H. Chang						
Vice President Operations	Wei-Jen Lo						
Vice President Worldwide Sales and Marketing	Jason C.S. Chen						
Vice President & Chief Technology Officer Research and Development	Jack Sun						
Vice President Deputy Head of Research and Development Design and Technology Platform	Fu-Chieh Hsu						
Vice President Operations	Y.P. Chin						
Vice President Quality and Reliability	N.S. Tsai						
Vice President President of TSMC North America	Rick Cassidy						
Vice President Human Resources	L.C. Tu (Note 4)						

Note 1: Compensation Policy: The cash compensation and profit sharing paid to CEO, the President and each vice president are also reviewed by the Compensation Committee individually based on their job responsibility, contribution, performance and projected future risks facing the Company before the compensation and profit sharing proposals are submitted to the Board of Directors for approval.

Note 2: Effective June 12, 2009, the Chairman of the Board, Dr. Morris Chang, was appointed as Chief Executive Officer of TSMC.

Note 3: Mr. Shang-yi Chiang was appointed as Senior Vice President on November 10, 2009.

Note 4: Mr. L.C. Tu was promoted on August 11, 2009.

Note 5: Pensions funded according to applicable law.

Note 6: Includes the expense for company cars, gasoline reimbursement and employees' cash bonus distributed on February 12, 2010. Excludes compensation paid to company drivers totaled NT\$3,285 thousand.

Note 7: The Board adopted a proposal for 2009 employee profit sharing distribution in 2010 with respect to 2009 earnings at its meeting on February 9, 2010. The above-mentioned figures are preliminary and the proposed employee profit sharing distribution will be processed after the approval of the same by shareholders at the Annual Shareholders' Meeting on June 15, 2010.

Note 8: Total compensation paid to TSMC's President and vice presidents in 2008 was NT\$784,464 thousand, accounting for 0.78% of 2008 net income.

Note 9: Represents cumulative employee stock options exercisable as of the date of this Annual Report.

Compensation Paid to CEO, President and Vice Presidents

	2009	
	From TSMC	From All Consolidated Entities
Under NT\$2,000,000	-	-
From NT\$2,000,000 ~ NT\$5,000,000	-	-
From NT\$5,000,000 ~ NT\$10,000,000	-	-
From NT\$10,000,000 ~ NT\$15,000,000	-	-
From NT\$15,000,000 ~ NT\$30,000,000	Shang-yi Chiang, Y.P. Chin, N.S. Tsai, L.C. Tu	
From NT\$30,000,000 ~ NT\$50,000,000	M.C. Tzeng, Richard Thurston, Lora Ho, P.H. Chang, Wei-Jen Lo, Jason C.S. Chen, Jack Sun, Fu-Chieh Hsu	
From NT\$50,000,000 ~ NT\$100,000,000	Stephen T. Tso, Mark Liu, C.C. Wei, Rick Cassidy	
Over NT\$100,000,000	Morris Chang, Rick Tsai	
Total	18	

Employee Profit Sharing (Note 7)				Total Compensation as a % of 2009 Net Income (Note 8)		Exercisable Employee Stock Options (Note 9)		Compensation Received from Non-consolidated Affiliates
From TSMC		From All Consolidated Entities		From TSMC	From All Consolidated Entities	From TSMC	From All Consolidated Entities	
Cash	Stock (Fair Market Value)	Cash	Stock (Fair Market Value)					
395,314	0	395,314	0	0.98%	1.08%	2,626	3,597	None

2.5.3 Employee Profit Sharing Granted to Management Team (Note 1)

Unit: NT\$ thousands

Title	Name
Chairman & Chief Executive Officer	Morris Chang (Note 2)
President New Businesses	Rick Tsai
Senior Vice President & Chief Information Officer Information Technology & Materials Management and Risk Management	Stephen T. Tso
Senior Vice President Operations	Mark Liu
Senior Vice President Business Development	C.C. Wei
Senior Vice President Research and Development	Shang-yi Chiang (Note 3)
Vice President Mainstream Fab Operations/Affiliates	M.C. Tzeng
Vice President & General Counsel Legal	Richard Thurston
Vice President, Chief Financial Officer & Spokesperson Finance	Lora Ho
Vice President Materials Management and Risk Management	P.H. Chang
Vice President Operations	Wei-Jen Lo
Vice President Worldwide Sales and Marketing	Jason C.S. Chen
Vice President & Chief Technical Officer Research and Development	Jack Sun
Vice President Deputy Head of Research and Development Design and Technology Platform	Fu-Chieh Hsu
Vice President Operations	Y.P. Chin
Vice President Quality and Reliability	N.S. Tsai
Vice President Human Resources	L.C. Tu (Note 4)
Senior Director Finance	Jan Kees van Vliet
Senior Director New Businesses	Y.C. Chao (Note 5)
Senior Director Corporate Planning	Irene Sun (Note 6)

Note 1: The Board adopted a proposal for 2009 employee profit sharing distribution in 2010 with respect to 2009 earnings at its meeting on February 9, 2010. The above-mentioned figures are preliminary and the proposed employee profit sharing distribution will be processed after the approval of the same by shareholders at the Annual Shareholders' Meeting on June 15, 2010.

Note 2: Effective June 12, 2009, the Chairman of the Board, Dr. Morris Chang, was appointed as Chief Executive Officer of TSMC.

Note 3: Mr. Shang-yi Chiang was appointed as Senior Vice President on November 10, 2009.

Note 4: Mr. L.C. Tu was promoted on August 11, 2009.

Note 5: Mr. Y.C. Chao was promoted on May 6, 2009.

Note 6: Ms. Irene Sun was promoted on August 11, 2009.

Stock (Fair Market Value)	Cash	Total Employee Profit Sharing	Total Employee Profit Sharing Paid to Management Team as a % of 2009 Net Income
0	421,097	421,097	0.47%