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Annual Report 2024

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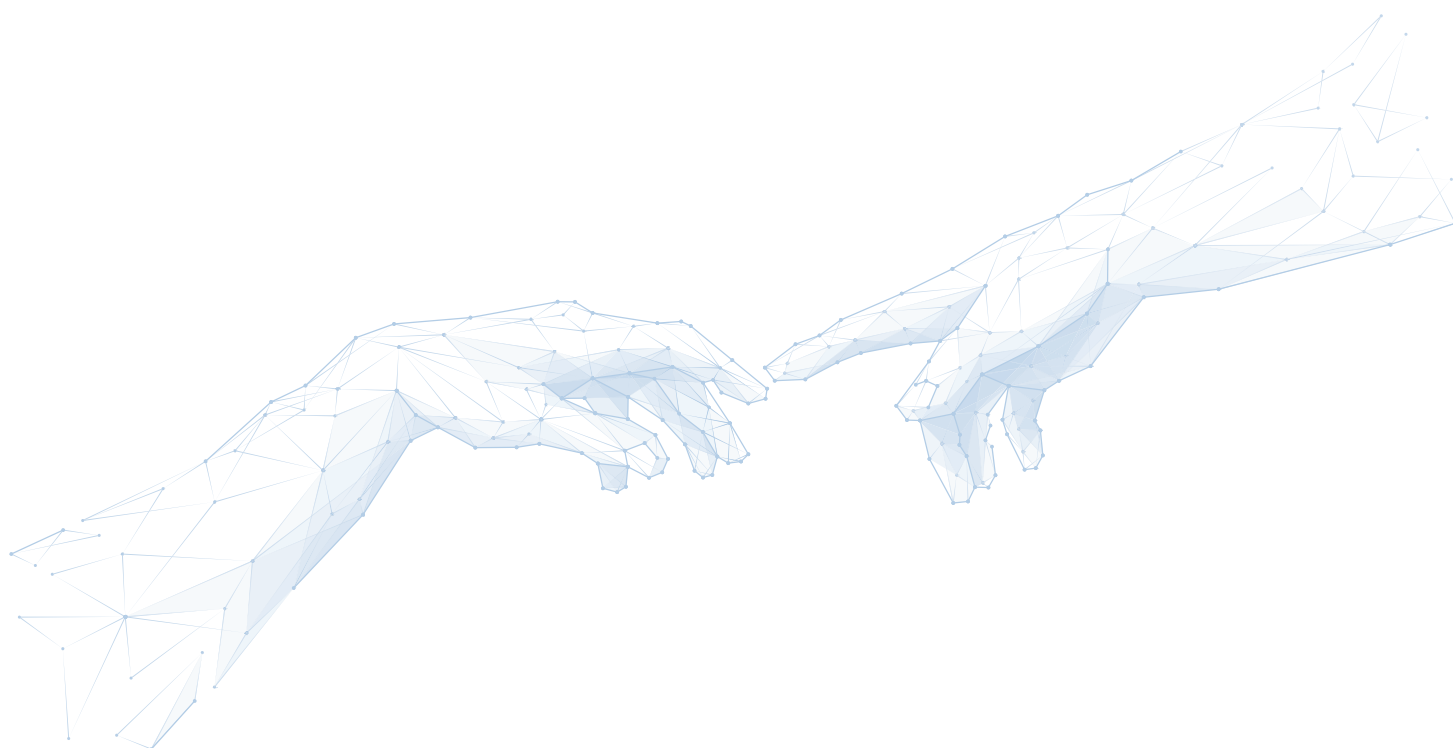
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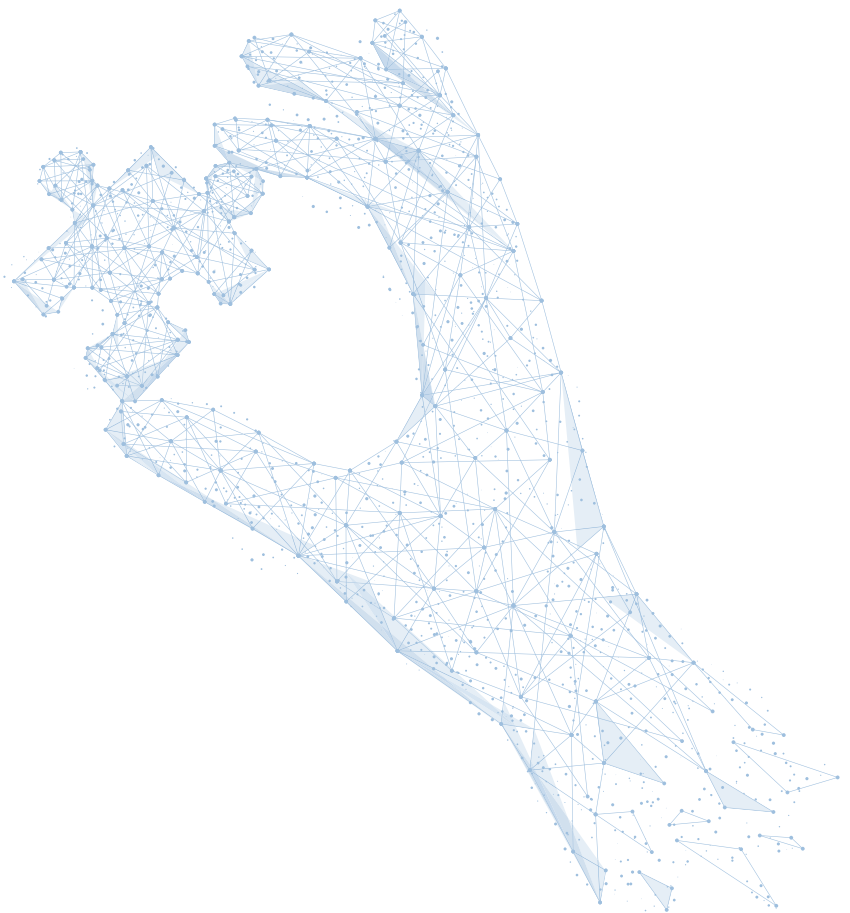
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Letter to Shareholders

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Letter to Shareholders

Dear Shareholders,

In 2024, driven by the AI-powered wave of digital transformation as well as the increasing adoption of 5G and entertainment services, Chunghwa Telecom achieved outstanding operational performance. This success, in the first year following the consolidation of Taiwan's telecom industry, was made possible by the dedication and hard work of our employees. In 2024, our consolidated revenue reached NT\$229.97 billion, net income attributable to stockholders of the parent company was NT\$37.22 billion, and basic earnings per share was NT\$4.80. Both consolidated revenue and EPS exceeded the high-end of our financial forecast, setting a seven-year record high and meeting shareholders' expectations.

Three Major Business Groups Work Together to Maintain No. 1 Position in Each Segment

Chunghwa Telecom continues to receive recognition from international speed testing organizations, Opensignal and Speedtest, for having the best 5G network speed and coverage in Taiwan. This has driven our total mobile subscribers reaching 13.12 million in 2024. Among these, the total number of 5G subscribers approached 4 million, securing the leading position in Taiwan.

We continue to dominate the market share in Taiwan's mobile industry. According to the National Communications Commission (NCC), as of December 2024, Chunghwa Telecom's 09 mobile subscriber market share was 38.0%, while our mobile revenue market share of 2024 reached 40.4%, both ranking highest in the industry. Moreover, our revenue market share has consistently surpassed subscriber market share, highlighting our strong financial health and operational efficiency. Furthermore, Chunghwa Telecom's 5G subscriber market share of 38.8% surpassed the overall mobile subscriber market share, significantly outperforming industry competitors.

Driven by user growth and the upgrade to 5G, Chunghwa Telecom's total mobile service revenue reached NT\$67 billion in 2024, marking a 3.0% year-over-year increase. The average monthly payment of users from 4G to 5G renewals uplifted 42.7%, significantly boosted ARPU.

Fixed broadband continued its growth trajectory, with annual revenue reaching NT\$45.33 billion, representing a 3.6% year-over-year increase. This demonstrates the success of our ongoing strategy of encouraging customers to upgrade their internet speeds. In 2024, we actively encouraged users to upgrade to high-speed services such as 500Mbps and 1Gbps, launching the "Symmetric 1Gbps Home Plan" bundled with MOD, Wi-Fi, and other applications. This strategy successfully drove a 1.7% year-over-year increase in fixed broadband ARPU, while Wi-Fi revenue also achieved double-digit growth.

In 2024, our three major business groups made significant strides in application services, achieving outstanding results. Our exclusive broadcast of the 2024 Paris Olympics, drove MOD and Hami Video subscriber numbers to exceed the 3 million milestone. The subsequent broadcast of the WBSC Premier12 baseball tournament further set new records in viewership and user growth, reinforcing our position as Taiwan's leading video platform. These successes contributed to a 4% year-over-year increase in MOD and Hami Video revenue. Additionally, we remain optimistic about our consumer cybersecurity services, which saw strong momentum, surpassing 1 million subscribers in 2024, with growth potential steadily rising.

We actively cultivate both domestic and international enterprise markets, offering mobile, fixed broadband, and international circuit services. In addition, we leverage our expertise in artificial intelligence (AI), big data, cloud computing, and cybersecurity to provide customized ICT solutions tailored to our clients' needs. In 2024, overall ICT revenue experienced double-digit year-over-year growth, driven primarily by contributions from projects in sectors such as smart cities, smart transportation, smart energy, smart security, smart healthcare, and smart buildings. Additionally, emerging services such as AIoT, IDC/cloud computing, cybersecurity, and 5G enterprise private networks played a key role in this growth. The share of recurring revenue within the overall emerging ICT service revenue continued to reach new highs, serving as a crucial driver for further boosting enterprise customer revenue in the future.

Furthermore, we place great importance on the various opportunities brought by AI. In addition to applying AI technology to prevent network quality degradation and enhance customer service efficiency, we have also established a dedicated project team to expand the use of AI across various functions. This includes optimizing operational processes and improving customer experience in external services and products. Additionally, we continue to expand our AIDC and offer cloud computing services to our customers. We are also developing the AI Factory, which enables businesses to create the AI models, AI-driven operational processes, and AI agents they need through low-code and no-code solutions. This initiative supports our enterprise customers in their AI-driven digital transformation.

In our efforts to bring Taiwan to the world and the world to Taiwan, we are actively expanding globally. In August 2024, our European subsidiary officially opened in Frankfurt, Germany, further driving our European business development. Meanwhile, our subsidiaries in the United States, Japan, and Singapore saw significant revenue growth in 2024, driven by business expansion and the inclusion of key projects. We are also pleased to report that our long-term investments in the SJC2 and Apricot submarine cables, despite still being under construction, have generated strong demand for



Chih-Cheng Chien
Chairman and
Chief Executive Officer

Rong-Shy Lin
President

bandwidth from clients. By the end of 2024, over 80% of the available bandwidth had already been pre-sold, validating the soundness of our capital investments.

Enhancing Digital Resilience and Developing Advanced Technologies

Robust digital resilience serves as the backbone of our business development. In 2024, alongside our exceptional cybersecurity resilience, we actively strengthened our network resilience across sea, land, satellite, and sky. We continued to expand backup systems on Taiwan's main island and improved submarine cable and microwave capacities between the main island and outlying islands. Additionally, we introduced OneWeb's low Earth orbit satellite coverage across Taiwan and became the exclusive distributor of SES's medium Earth orbit satellite services. Moreover, we collaborated with NTT Group in Japan to launch the world's first IOWN APN (All-Photonics Network) between Taiwan and Japan. This breakthrough enabled a seamless immersive VR viewing experience without dizziness and opened up infinite possibilities for innovative solutions, including consumer virtual exhibitions.

Robust Financial Health, Actively Rewarding Shareholders and Investing for the Future

Driven by the steady growth of our telecommunications business, enhanced profitability in our ICT services, higher sales revenue, and increased investment returns, our earnings per share (EPS) for 2024 reached NT\$4.80, reflecting a 0.8% year-over-year growth. In addition, with effective resource planning and allocation, we continue to maintain a strong financial foundation and robust cash flow. International credit rating agency Standard & Poor's has reaffirmed our long-term AA foreign credit rating, the best and only AA rating among global telecom operators. In line with our commitment to returning earnings to shareholders, we plan to distribute a cash dividend of NT\$5.0 per share for 2024. This reflects our dedication to meet shareholder expectations and our ongoing efforts to enhance shareholder value in the future.

In light of investing for future, our capital expenditures for 2024 totaled NT\$28.76 billion, primarily directed toward the precise construction of 5G and core access networks, the expansion of Internet Data Centers (IDC), and the buildup of international submarine cables. These initiatives aim to seize AI-driven digital



▲ Senior executive team photo taken at Chunghwa Telecom's Taipei Internet Data Center.

transformation opportunities and strengthen network resilience. At the same time, we continued to phase out high-energy-consuming equipment, accelerating our efforts to achieve carbon reduction goals.

Pursuing Sustainable Development and Realizing Corporate Value

Our vision is to become an international benchmark company based on sustainable development. In 2024, we successfully passed the SBTi long-term net-zero target review, committing to achieve net-zero emissions by 2045. To reach this goal, we continue to implement internal carbon pricing and a carbon fund system, encourage technological innovations in carbon reduction and energy efficiency, and have increased our renewable energy procurement to 72.53 million kWh. We have also joined the EV100 initiative, committing to the full electrification of our fleet vehicles by 2030. Moreover, we became the first in Taiwan's telecom industry to issue a bilingual (Chinese and English) nature-related financial report in accordance with the Taskforce on Nature-related Financial Disclosures (TNFD). Additionally, leveraging AIoT technology, we are actively supporting the conservation of Taiwan's native endangered plant species. In addition to launching the first demonstration site for the conservation program at the Taipei Jinshan Building, we also introduced the black-faced spoonbill habitat ecological monitoring system in Qigu, Tainan.

We are dedicated to creating a happy workplace. In addition to offering flexible working hours, maternity leave beyond legal requirements, reduced working hours for parents, and setting up childcare centers, we also focus on employee training. In 2024, we became the company in Taiwan with the highest number of people with Certified Professional in Corporate Sustainability Management. We place great importance on empowering our female employees and actively promote the "Women Empowerment Polaris Program" to strengthen the promotion system for female managers and increase the proportion of women in leadership roles. In terms of digital equality, we have launched workshops to help individuals with disabilities overcome employment barriers and assist the elderly in crossing the digital divide. This initiative embodies the core spirit of DEI (Diversity, Equity, and Inclusion).

To enhance corporate governance for the purposes of sustainable development, we have progressively increased the proportion of senior executives' variable compensation linked to ESG performance. In 2024, this proportion reached 25%, applying to nearly 100 senior executives. Additionally, we have implemented the ISO 37001 anti-bribery management system to ensure that daily operations meet compliance requirements and enforce anti-corruption measures. We have also taken the lead in the industry by implementing a salary clawback mechanism and disclosing individual board member compensation, moving toward best practices in international corporate governance.

Our commitment to sustainability continues to receive international recognition. We have once again been included in the Dow Jones Sustainability Index (DJSI) World, and we were recognized by Newsweek as one of the "World's Most Trustworthy Companies 2024," making us the only telecom company in Taiwan to earn this distinction. Among the 11 global telecom companies recognized, we ranked among the top. We were also named one of TIME magazine's "Top 500 Global Sustainable Companies 2024" and ranked among the top 2% of sustainable enterprises worldwide, securing the top spot among telecom companies in the Asia-Pacific region. Additionally, we were once again honored with the highest distinction, the Jade Award from The Asset ESG Corporate Awards, making us the only company in Taiwan to receive this top honor for four consecutive years.

Future Outlook

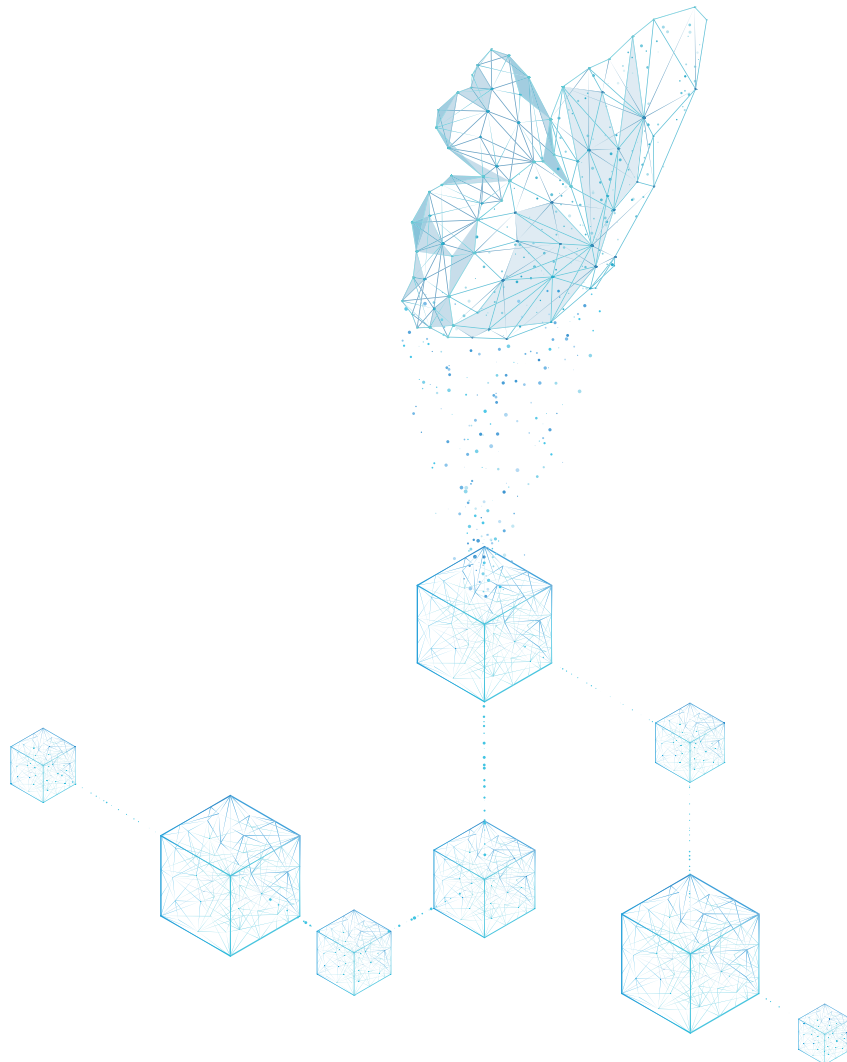
Looking into 2025, Chunghwa Telecom is committed to addressing global trends of ESG sustainability, AI boom, industrial transformation, growing demands for security and resilience, and alignment with national policies. Anchored to our three core strategic pillars—"Digital Resilience," "Smart Empowerment," and "Sustainable Future"—we will focus on six key growth drivers: "AI," "Next-Generation Networks," "Security and Resilience," "Reinvestments," "Asset Revitalization," and "Net-Zero Sustainability." Guided by our principles of efficiency, pragmatism, and intelligence, we remain dedicated to stable revenue and profit growth, while strategically expanding into emerging markets and new technologies. With a steady stride toward our corporate vision, we are confident in delivering outstanding business results and continuously creating greater value for our stakeholders.

Chih-Cheng Chien

Chih-Cheng Chien
Chairman and Chief Executive Officer

Rong-Shy Lin

Rong-Shy Lin
President



1. Operating Performance in 2024

1.1 2024 Operating Review

The company is committed to providing high-quality services with the "customer-centric" concept, and has three major business groups to serve customers' demands: Consumer Business Group, Enterprise Business Group and International Business Group. Each business group provides mobile communication and fixed-line service (such as fixed broadband, internet, video service, etc.) as well as customized ICT solutions to meet customers' needs. In 2024, the Company achieved the consolidated revenue of NT\$229.97 billion, increasing by 3% and NT\$6.77 billion year over year. Among them, the revenue of Consumer Business Group reached NT\$140 billion, while the revenue of Enterprise Business Group and International Business Group reached NT\$75.34 billion and NT\$9.92 billion, increasing by 2.1%, 3.2%, and 7.9%, respectively. The growth momentum was mainly driven by the upgrades to 5G within the Consumer Business Group, along with the broadcasting of the Paris Olympics and the 2024 WBSC Premier 12, which contributed to the increase in OTT service revenue. Additionally, the recovery of roaming services from the second quarter of 2023 further boosted growth. The success of the HiNet Higher-Speed promotion plan also drove the growth of fixed broadband service revenue, laying a solid foundation for continued growth in 2024. In addition, the growth in ICT services, including IDC, cloud, cybersecurity, AIoT and big data, within Enterprise Business Group drove its revenue growth. The growth of International Business Group revenue also increased due to the ICT revenue growth resulted from increasing demand for IDC, cloud and overseas ICT integration services from international customers.

In 2024, Chunghwa Telecom demonstrated strong operational results, achieving record highs in both revenue and profit. The Company continues its efforts in promoting ESG sustainable development, striving to realize its three major sustainability visions: "Green and Low Carbon, Digital Transformation, Integrity and Transparency." The Company has also declared its goal to achieve RE100 and use 100% renewable energy by 2040. Looking ahead to 2025, Chunghwa Telecom will uphold its brand spirit of "Always Ahead," enhancing its competitiveness through three main strategies of "Simplification, Pragmatism, and Intelligence." Strong customer support is a key success factor of Chunghwa Telecom's leadership. The Company continues to deliver compassionate, integrated and innovative services to expand mobile, broadband and value-added services (VAS), promote enterprise ICT, and grow in overseas markets. These efforts ensure the Company's leading brand and market share within the Taiwan market and solidify its revenue and customer growth.

As a leader in mobile communication, the Company not only provides high-quality telecommunication services but also aims to promote the integrated services of mobile and other services. Using innovative technologies such as AR, VR, AI, AIoT, big data and cloud, combined with 5G's advantages of high-speed, low latency and massive connectivity, the Company developed applications in 7 categories and 13 vertical sub-sectors to form a cross-industry 5G ecosystem. With 4G/5G EN-DC technology, the Company established the most extended nationwide coverage of dual mobile network while providing high-quality services. Furthermore, the Company continues to develop mobile VAS and expands its mobile network infrastructure as it promotes Hami VAS. As of December 31, 2024, the nationwide

penetration rate of mobile phone has reached 126.9%, of which the Company's subscribers totaled 11.29 million (excluding IoT), with a market-leading position of 38% market share. In addition, The Company has 1.83 million IoT subscribers which also hold the leading position in the market.

In terms of domestic fixed communications, Taiwan local telephone penetration has reached 102.4% (according to the NCC's definition and calculation of "local telephone household subscribers as a percentage of total nationwide households"), of which the Company's subscribers totaled 8.89 million, representing a leading market share of 91.4%. In addition, the Company focuses on higher-speed optical fiber offerings by constructing a faster and more stable broadband network environment to provide customers with better quality of broadband access service. As of December 31, 2024, the total broadband subscribers of the Company are approximately 4.43 million, of which approximately 1.52 million subscribers use 300Mbps and above, representing an increase of 17.7% year over year. In addition, FTTx subscribers are approximately 3.87 million, representing an increase of 1.8% year over year.

Furthermore, in the development of video services, the Company actively promotes the dual-platform services of MOD and Hami Video, making efforts to secure high-quality channels and program content. The Company aims to enhance the richness of digital content and channels and continues to drive local content investment, as well as expanding the acquisition of crucial exclusive content. Additionally, AI technology was introduced to develop intelligent search and recommendation services. In 2024, the Company achieved remarkable results by utilizing 4K and multi-angle broadcasting for popular sports competitions and major international sports events such as the Paris Olympics and the 2024 WBSC Premier 12, surpassing previous broadcasting milestones.

Meanwhile, the advance of the internet and technology has propelled the development of OTT TV service, altering the viewing habits of audience. Consumers increasingly consume streaming media directly through the internet. As of December 2024, MOD subscribers reached 2.05 million, representing a year over year decrease of 8,000. However, the number of CATV customers decreased by 0.16 million from 4.52 million to 4.36 million, which indicates that MOD is relatively resistant.

For internet services, the Company continues to promote high-speed HiNet broadband service with CHT Home Wi-Fi services as well as implementing broadband bundling to drive the growth of value-added services. This aims to provide customers with a higher quality wireless networking environment at home with more diverse value-added applications. In addition, the Company focuses on enhancing customer relations and membership operations with integrated content services to increase customer satisfaction and to enhance its product portfolio's competitive advantages.

For ICT business, the Company continues to uphold the customer-centric culture, to provide standardized and customized information communication integration services such as IDC, cloud, AIoT (smart transportation, smart environment, smart security, smart building, smart healthcare, etc), information security, 5G private network and big data, etc. The Company actively improves service quality and capacity, and has been awarded various prizes. Among its diverse achievements in developing 5G innovative applications for smart cities, Chunghwa Telecom was awarded the 2024 Taiwan 5G Service

Customer Value Leadership Award from Frost & Sullivan for the third consecutive year. The Company's ICT services and platforms have also received numerous accolades, including the "CHT Cloud Signature Solution," "DeepVoice Generative AI Customer Insight Analysis Platform," "Highway Supervision Inspection Service System Platform," and "xTrust Zero Trust Network System," which were awarded the 21st National Brand Yushan Award in 2024. Among them, the CHT Cloud Signature (CCS) Solution received the highest honor of "Best Product - National First Prize." The "CVP Traffic Information Platform," "SynDr. Telemedicine Platform," and "DeepFlow Intelligent Analysis Platform" were honored with the 2024 33rd Taiwan Excellence Award. Additionally, the CVP platform, which integrates telecom big data for traffic management, crowd analysis, transportation planning strategies, and greenhouse gas inventory applications, also received the "Digital Transformation - Large Enterprise Group First Prize for Innovative Business Model Transformation" from the Harvard Business Review, as well as the "2024 Smart City Innovative Application Award" from the Taiwan Smart City Industry Alliance. Furthermore, the "Corporate Employee Commute Footprint Digital Audit Mechanism" and "5G Smart Port 2.0" received the 2024 ITS Taiwan Industry Innovative Award from ITS Taiwan. The Company will continue to uphold the spirit of "Always Ahead," developing diverse smart applications and ICT solutions to assist enterprises and governments in digital transformation and sustainable development. In addition, the Company is actively expanding into overseas markets, strengthening international ICT business and promoting the overseas 5G applications and smart solution services for international customers to enrich international business revenue.

For international business, the Company continues to adhere to the principles of "Connecting the world to Taiwan" and "Bridging Taiwan to the world," actively promoting international data networks and ICT integrated services, and accelerating global deployment and business expansion. In 2024, international customers showed increasing demand for IPLC, international roaming, IDC and cloud services, and overseas integrated projects, driving overall revenue growth momentum. The Company continues to deepen its presence in the U.S., Japan, and Southeast Asian markets. In 2024, it established a European subsidiary in Germany to expand its business in Europe, extending its international service footprint across Europe, America, and Asia. This positions the Company as the best partner for integrating ICT services for local Taiwanese businesses and enterprises abroad. Additionally, the Company strategically strengthens collaborations with local overseas partners to promote the export of 5G applications and smart solutions. For instance, in collaboration with Poland's EXATEL Telecom, the Company launched the "5G ZONE" smart service application area in Warsaw to initiate 5G business in Poland. The Company partnered with Thai and Indonesian counterparts to promote smart city solutions (including platforms and sensor applications), earning the "System Integration Award" at the 2025 Smart City Summit & Expo. Looking ahead to 2025, the Company plans to continue expanding its presence in overseas markets, increasing service locations in regions such as Southeast Asia and Central and South America, fulfilling its commitment to sustain growth in international business.

The Company continues to enhance operational efficiency and strengthen risk management of physical channels by introducing AI-powered smart counters, thereby bolstering the resilience and performance of its service systems. Additionally, the Company

continues to optimize store service processes and integrate cross-touchpoint service data sharing to enhance customer service efficiency and satisfaction. Simultaneously, by analyzing the development potential of store business districts and customer profiles, store operating hours and layouts are dynamically reviewed and adjusted to improve the overall effectiveness of store displays and marketing resource allocation. Ongoing store renovations are planned to showcase new service models. To implement ESG sustainable development, the Company has introduced store carbon footprint certification, promoted green stores, advocated digital reading, and continued efforts to reduce paper usage in stores as well as initiatives for mobile phone recycling, including old and discarded phones, to contribute to environmental protection.

In terms of digital channels, the Company continues to uphold a customer-centric culture to make full use of digital channels, which are open all year round with queue-free and no-phone-waiting characteristics and optimizes online sales and services with the customer-centric concept to improve the two major digital touchpoints of Chunghwa's online stores and mobile app. In 2024, the Company's online store continued to use a variety of promotional themes and gift offers, combined with online-exclusive deals and additional promotional incentives to generate buzz. These efforts were aligned with important event announcements, such as the Company's anniversary, Olympic broadcasts, and e-commerce shopping days, creating a celebratory atmosphere with limited time, limited-quantity, and exclusive offers. The promotion also incorporated digital strategies to drive intelligent recommendations for telecommunications plans, effectively stimulating customer demand and enabling quick online completion of business applications.

1.2 Capital Expenditure

The Company's total CAPEX for 2024 was NT\$28.76 billion, including NT\$9.67 billion for mobile communications, and NT\$19.09 billion for non-mobile communications.

1.3 Revenue, Expenditure & Profit Analysis

		Unit: NT\$ millions	
Financial Metrics		Fiscal Year	
		2023	2024
Revenue & Expenditure	Revenues	223,199	229,968
	Gross Profit	81,433	83,385
	Income from Operations	46,353	46,873
	Non-Operating Income and Expenses	640	881
	Income before Income Tax	46,993	47,754
	Net Income	37,991	38,538
	Net Income attributable to Stockholders of the Parent	36,917	37,220
Profitability	Return on Assets (%)	7.30	7.33
	Return on Equity (%)	9.63	9.72
	Pre-tax Income to Paid-in Capital (%)	60.58	61.56
	Net Income Ratio (%)	17.02	16.76
	Earnings Per Share (NT\$)	4.76	4.80

Note: The above table is based on consolidated financial reports.

1.4 Research & Development

The Company is dedicated to advancing its research and development. Through strategic R&D investments and collaborations with domestic and international partners, the Company has developed cutting-edge technologies and services such as Beyond 5G, Low-Earth Orbit (LEO) satellite networks, open all-photonics network, cloud computing, AIoT, metaverse, artificial intelligence, blockchain, cybersecurity, and energy saving. These developments represent not merely technological advancements but strategic adaptations to customer needs and market trends, aimed at fostering business growth and sustaining long-term momentum.

To implement plans across various R&D fields, Chunghwa Telecom and its subsidiaries invested a total of NT\$4.17 billion in R&D in 2024, accounting for 1.81% of consolidated revenues.

2. Business Plan Highlights for 2025

2.1 Operation & Strategy Outlook

Looking ahead to 2025, Chunghwa Telecom remains dedicated to providing the most secure, stable, and reliable ICT services. To address global ESG sustainable development, the advent of the AI era, industry transformation trends, security and resilience needs, and alignment with national macro policies, the Company will focus on three strategic pillars: "Digital Resilience," "Smart Empowerment," and "Sustainable Future." These pillars will be centered around six major growth themes: "AI," "Next-Generation Networks," "Security and Resilience," "Reinvestments," "Asset Revitalization," and "Net-Zero Sustainability." By leveraging the advantages of cross-domain collaboration within the group, the Company aims to precisely grasp and manage customer needs and business opportunities, deepen user value, continuously enhance ARPU (Average Revenue Per User), and drive steady growth in the group's revenue and profits.

In terms of market operation strategy, the three business groups—Consumer, Enterprise, and International—will capitalize on their momentum, accelerate expansion, and collaborate to open new markets. The three technology groups—Network, Information, and Telecommunication Laboratories—will focus on open/energy-saving/all-photonics/converged networks, deepen digital intelligence applications, and proactively deploy new technologies. Chunghwa Telecom will embrace the new vision of "Chunghwa AI Ignites the Future," outlining two major roles: "Enabler" (providing computing power services) and "Co-creator" (assisting industry AI applications). These roles aim to promote Twin Transformation (digital transformation and net-zero transformation) across various industries, enhancing operational synergy and strengthening industrial competitiveness. Additionally, in terms of talent cultivation, the Company will prioritize both quality and quantity of talents through recruitment, retention, and training.

The Company will adhere to the management philosophy of Streamlining (refining product value and simplifying processes), Pragmatism (assessing resource allocation and enhancing efficiency), and Intelligence (deepening AI applications and improving overall effectiveness). With stable revenue and profit growth as the foundation and strong foothold in emerging markets

and new technologies as the key, the Company will steadily advance towards its vision, achieving outstanding operational results and continuously creating greater value for customers, strategic partners, shareholders, and employees.

2.2 Key Operating Metrics Outlook

The Company estimates its 2024 operating targets as listed below, based on its current evaluation of all business segments:

Key Offerings		Subscribers / Minutes in million
Mobile Communications	Mobile Broadband (Note 1)	13.52 Subs
	Local	8.7 Subs
Domestic Fixed-line	Domestic Long Distance	900 Mins
	Broadband Access	4.446 Subs
	HiNet Broadband ISP	3.77 Subs
	International Fixed-line	International Long Distance (Note 2)

Note 1: Including subscribers utilizing Internet of Things (IoT).

Note 2: Only including outgoing minutes.

2.3 Key Product & Marketing Strategy

The Company's product, pricing and channel strategies for telecommunication and ICT services are listed below:

(1) Products

The Company offers a variety of promotional plans, including the use of 5G terminal devices, value-added services, and video services, to rapidly encourage customers to migrate to 5G. In response to the trend of digital convergence, the Company promotes integrated mobile and fixed broadband products to meet customers' needs for high-speed and diverse service experiences. This approach not only increases customer numbers but also enhances average revenue per user (ARPU), thereby driving revenue growth.

For mobile communication, the Company is fully committed to expanding the number of mobile customers and increasing ARPU. Additionally, the Company aims to boost overall revenue through income from value-added and video services. The Company continues to build its mobile network, the quality of which has received recognition and is honored by numerous domestic and international awards. In 2024, the Company was honored multiple 5G awards by Speedtest®, including "Fastest 5G Network," "Widest 5G coverage," "Best 5G Gaming Experience," and "Best 5G Video Experience." It was also awarded "Top-Rated Mobile Network" and "Best Mobile Network." Additionally, the Company won multiple first-place titles in "5G Download/Upload Speed," "Download/Upload speed Experience," "5G Coverage Experience," "Coverage Experience," "5G Game Experience," "Game Experience," "5G Video Experience" and "Video Experience," "5G Voice app Experience," and "Voice app Experience" as announced by

Opensignal. It also led the industry in "5G Availability/Overall Availability," and "Reliability Experience," further solidifying its reputation for mobile network quality. Looking ahead, the Company will continue providing its high-speed broadband network, optimizing its service coverage, offering flexible rate packages, providing more diversified mobile VAS, such as music (KKBOX, ringback tone), Hami Pass, Hami Video and e-book (Hami Book, FunPark), as well as promoting mobile payment service, in order to better fulfill the demands of different market segments, consequently, to increase customer contributions to the revenue stream.

For domestic fixed communication, the Company leverages its IP network in providing integrated fixed network, data, and mobile services; and various VAS for telecommunication, entertainment, information and enterprise customers in order to increase the total revenue. In addition, MOD continues to focus on offering major sports events, industry-leading exclusive content, interactive multi-screen package, high definition (4K, HD), and other diverse features, in order to increase overall subscriptions and revenue.

For broadband services, the Company focuses on broadband access upgrades and FTTx services in order to provide customers with a higher speed and more stable broadband network environment. Under the trend of digital convergence development, the Company will continue to actively offer FTTx promotions and integrated services such as broadband + mobile + Wi-Fi and broadband + video service, allowing customers to enjoy the convenience of one-stop services for their internet access and media entertainment needs everywhere. In the future, the Company plans to develop more innovative VAS and diverse digital home services. By integrating core resources and leveraging the advantages of AI and networks, the Company will prioritize home security applications in the smart home field to fulfill customer demands for smart life.

For ICT services, the Company leverages its ICT product portfolio as the core in developing advanced solutions, such as IDC, cloud, cybersecurity, AIoT, 5G private networks and mobile applications for enterprises and governments. The Company is also continuing research efforts for innovative enterprise applications in emerging services, such as AI, big data, blockchain, AR/VR, smart healthcare and intelligent customer service. In terms of managing enterprise customers, the Company focuses on five major domains and integrates them with different industries (smart manufacturing, smart healthcare, smart transportation, smart environment, and smart buildings) to expand its customer base in government and different industries, and continuously promote its medium- to long-term revenue growth momentum.

For international business, the Company actively invests in international submarine cables and deploys global networks, providing international communications, international circuits, international data networks, IDC, information security, cloud-network integration solutions, information and communication integration and smart solutions to assist Taiwan companies and international enterprise customers in global operations, digital transformation and service innovation.

(2) Pricing

The Company devises competitive product offerings with various rate plans to target customers by leveraging its comprehensive product portfolio, large customer base and service innovations. For broadband services, the Company offers broadband Internet promotion, including fixed + mobile broadband bundled package, broadband + mobile + Wi-Fi bundled package, and broadband + MOD + content bundled package. Additionally, the Company also offers various value-added services (e.g., cybersecurity, video, personal cloud storage) in order to fulfill the demand of indoor and outdoor for internet access and entertainment. For mobile services, the Company meets customer demands by offering preferred 5G plans with multiple device solutions, which combined with value-added services, video services and the Hami Point ecosystem, to encourage upgrades to higher-quality 5G services.

(3) Sales Channel

As of December 31, 2024, the Company has 682 physical service locations, of which 442 are directly operated service centers and 240 are exclusive service stores, in order to offer broadband, video, mobile and other services. In 2025, the Company will continue to enhance the quality of its physical stores and channels, providing customers with better service and user experience. The Company will also introduce AI smart counter applications to develop services that are both convenient for customers and efficient, thereby improving customer satisfaction. Additionally, the Company will leverage data analysis to focus on the potential of business district and customer profiles, dynamically adjusting the layout of stores to optimize the resource allocation for store displays and marketing activities. In the future, the Company will continue to deepen the implementation of digital and regional equity, integrating ESG initiatives and planning across all aspects of store operations, adhering to a sustainable management philosophy.

In 2024, the Company optimized the digital channel sales journey by enhancing online store service applications and self-service processes. This included providing a single entry point for services through the online store, improving the customer satisfaction survey interaction interface, adding purchase mechanisms for MOD and other products to broadband service, introducing a new mobile broadband monthly subscription filtering function, and implementing digital signatures and video customer service verification processes for fixed-line/landline services. These improvements aim to simplify customer online application procedures, enhance the online service experience, and continue to create customer value and digital channel operational capacity. In the future, the Company will continue to execute site-wide promotions on the online store, expanding collaborations with brand licenses such as movie partnerships and gaming companies to attract new customers and boost sales. Additionally, to enhance organic traffic and cultivate customers' digital habits, the Company plans to introduce digital content and personalized services, including new sections for videos, and point redemption. The Company will also integrate personalized service information, such as cyber threat gatekeeper, to boost customer engagement, allowing customers

to quickly complete various business and service applications through aforementioned online channels at any time.

To meet customer demand, in addition to physical service locations, online stores, mobile apps and other diversified sales channels, the Company manages direct sales and services through a CRM platform, combining it with big data analysis to further improve marketing efficiency through targeted advertising. Also, the Company continues to expand its customer point reward program and membership management capabilities, as well as leverage corporate branding commercials, participate in exhibitions, and strengthen PR practices and targeted marketing in order to increase overall customer loyalty. This raises new product awareness and favorable opinions, accelerating the spread of the company's reach.

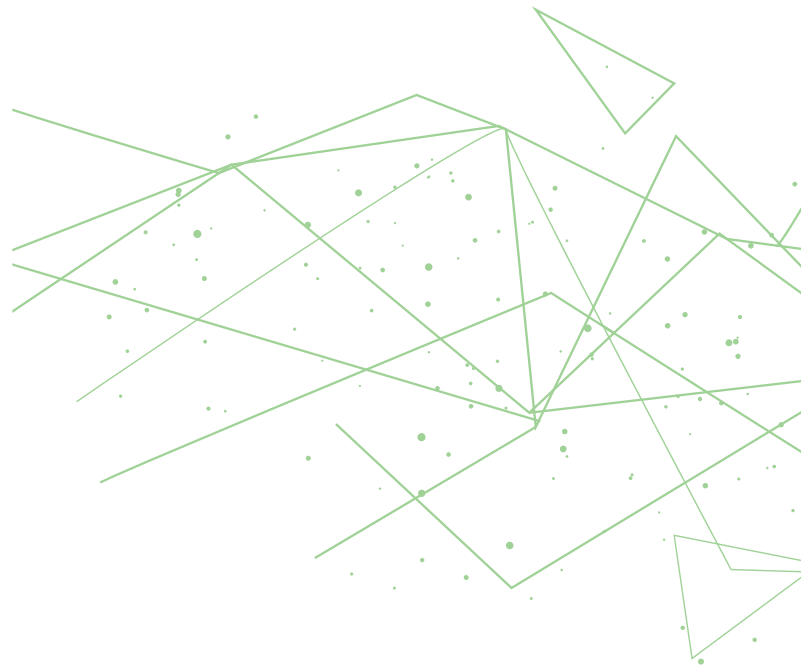
2.4 Impact from Regulatory Changes and Competitive Development

- (1) The Legislative Yuan has approved a special budget of approximately NT\$24.95 billion for the third to the fifth phases (2021-2025) of its Forward-looking Infrastructure Development Program to subsidize 5G network construction projects. This initiative encourages telecom operators to accelerate and expand the construction of 5G networks while promoting various digital and infrastructure projects in urban and rural areas, further driving 5G development. The Company has received the highest subsidies in the industry from 2021 to 2024 and will continue accelerating construction in 2025 to enhance the coverage and quality of the Company's 5G network.
- (2) In response to the global initiative to limit temperature rise to 1.5°C, Chunghwa Telecom is firmly committed to net-zero emission targets and actively supports international initiatives. The Company has set reduction targets of "50% reduction in scope 1 and 2 greenhouse gas emissions by 2030 compared to the base year 2020," and "achieving net-zero emissions by 2045." These targets were verified by the Science Based Targets initiative (SBTi) for near-term and long-term greenhouse gas reduction goals in 2023 and 2024, respectively. Furthermore, The Company joined the RE100 initiative in 2023, committing to "achieving 100% renewable energy usage across the corporate by 2040," and the EV100 initiative in 2024, pledging to "fully electrify the corporate fleets by 2030." In addition to implementing the dual strategies of "technology-driven decarbonization" and "renewable energy" to achieve global climate goals, Chunghwa Telecom also took the lead in 2023 by pledging to achieve Net Positive Impact (NPI) on biodiversity and No Net Deforestation (NND) by 2030, contributing to the protection of ecosystems and environmental sustainability.
- (3) On August 29, 2024, the Ministry of Environment announced three supporting regulations for carbon fee collection: the "Regulations Governing the Collection of Carbon Fees," "Regulations Governing Self-determined Reduction Plans," and "The Designated GHG Emissions Reduction Goals for Entities Subject to Carbon Fees." These regulations target the power, gas supply, and manufacturing industries with annual emissions exceeding 25,000 metric tons, and will impose carbon fees based on the previous year's emissions starting in 2026. Although the telecom industry is not currently subject to carbon fees, Chunghwa Telecom has proactively implemented an internal carbon pricing mechanism since 2023. Fees collected are allocated to a fund to encourage departments to actively reduce carbon emissions and reward related innovative proposals.
- (4) To strengthen anti-fraud measures in Taiwan's telecommunications industry, the National Communications Commission (NCC) revised the "Guidelines for Risk Management Mechanisms for Telecommunications Service Applications" in April 2024. The revised guidelines require telecom operators to implement customer risk management mechanisms (Know Your Customer, KYC) and control the number of domestic SMS/MMS personal messages to maximum of 50 per day. Additionally, in July of the same year, the government promulgated the "Fraud Crime Hazard Prevention Act," which mandates telecom operators to interface with the Criminal Investigation Bureau's high-risk database and the National Immigration Agency's database for control measures. The Company has actively complied with these regulations to prevent the public from being defrauded or telecom numbers from being used for fraudulent purposes.
- (5) The primary goals of the Executive Yuan of Taiwan's "Digital Nation and Innovative Economic Development Program (2017-2025)" (the "DIGI" plan), renamed as the "Smart Country Plan (2021-2025)" in 2021, are to increase the scale of Taiwan's digital economy, expand the broadband network, provide all Taiwanese citizens with broadband internet access, and strengthen national information technology capabilities. Specifically, the Taiwan government has set an overall broadband environment objective with a target of 90% 2 Gbps broadband service coverage by 2025. Upon further review, the Company responded affirmatively to the government's DIGI gigabyte-level broadband coverage policy goal. In 2025, the Company will increase capital expenditure for its fixed broadband network to encourage customers to upgrade broadband speeds to 300 Mbps or more, further solidifying the competitive advantages of the Company's fixed broadband network.
- (6) In line with the global evolution of mobile communication, the National Communications Commission (NCC) has approved the shutdown of 3G networks by the three domestic telecom operators by June 2024. The company will transfer the frequencies and base station resources previously used by 3G to support 5G, promoting efficient use of frequency resources, upgrading services to provide a better user experience, and reducing mobile network power consumption thereby implementing the concept of energy conservation and sustainability.
- (7) In July 2024, the Ministry of Digital Affairs announced a revision to the "Radio Frequency Supply Plan", planning to open seven new satellite mobile communication frequency bands and expand the already available satellite fixed communication frequency bands from four to twelve. This amendment will help the Company increase satellite bandwidth, improve network resilience and meet the growing demand for satellite communication services.

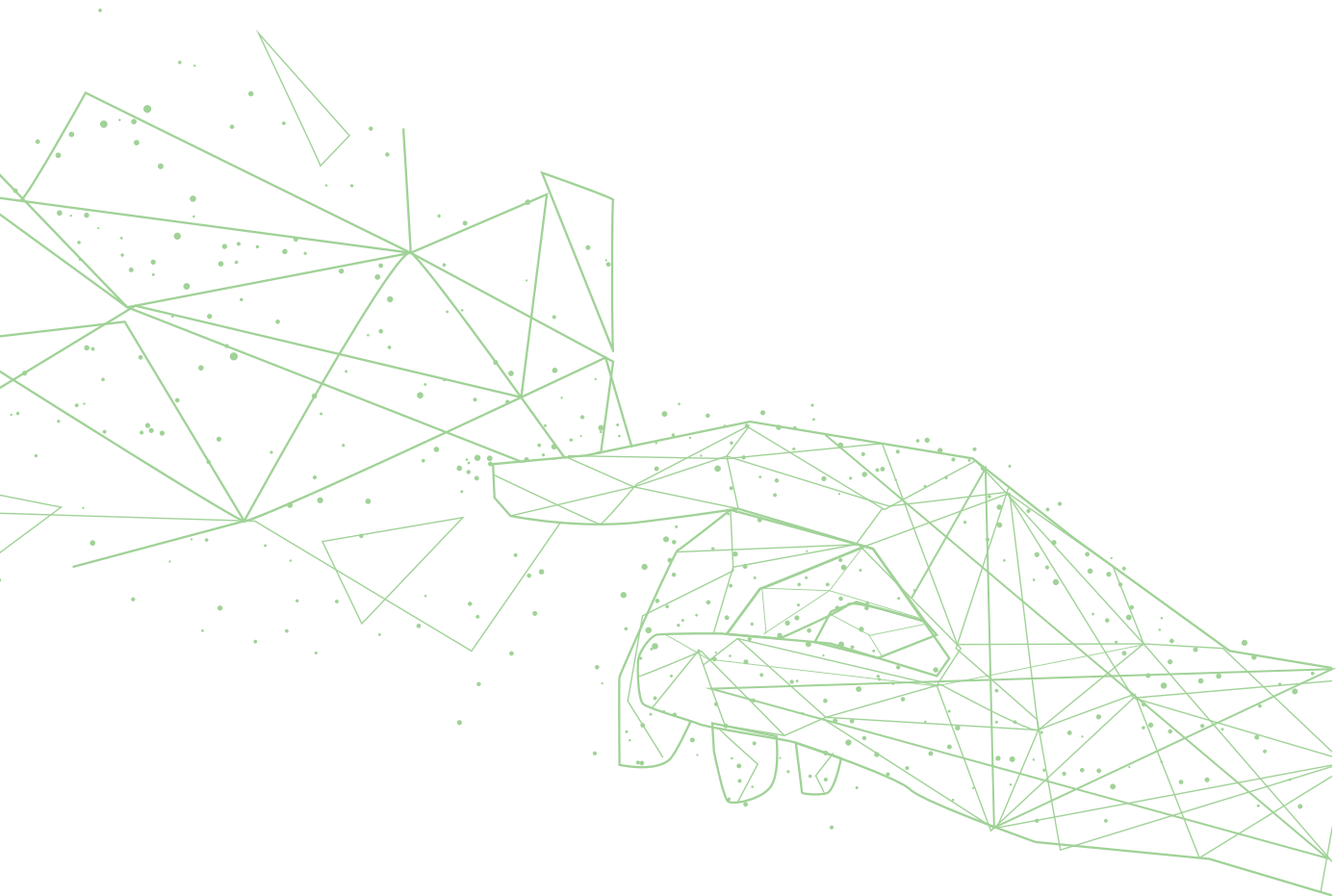


Corporate Governance Report

1. Directors, President, Senior Executive Vice Presidents, Vice Presidents, Assistant Vice Presidents, Senior Directors, and Department Heads
2. 2024 Compensation of Directors (including Independent Directors), President, Senior Executive Vice Presidents, and Other Management Officers
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Corporate Governance Report

1. Directors, President, Senior Executive Vice Presidents, Vice Presidents, Assistant Vice Presidents, Senior Directors and Department Heads

1.1 Directors

(1) Director Profile

Title (Note 1)	Nationality	Name	Gender/ Age (Note 2)	Date Elected	Term Expires	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding	
							Shares	%	Shares	%
Director	R.O.C	MOTC	-	May 27, 2022	May 26, 2025	June 11, 1996	2,737,718,976	35.29%	2,737,718,976	35.29%
Chairman, Chief Executive Officer and Director	R.O.C	Chih-Cheng Chien (Representative of the MOTC)	Male 61-70	September 30, 2024	May 26, 2025	Succeeded as a director and elected as the Chairman of the Board on September 30, 2024	19,600	0%	19,600	0%
Chairman, Chief Executive Officer and Director	R.O.C	Shui-Yi Kuo (Representative of the MOTC)	Male 51-60	May 27, 2022	September 30, 2024 (Dismissed)	Succeeded as a director on April 26, 2019 Succeeded as the Chairman & CEO on May 5, 2023	35,000	0%	35,000	0%
President and Director	R.O.C	Rong-Shy Lin (Representative of the MOTC)	Male 51-60	September 30, 2024	May 26, 2025	September 30, 2024 (Succeeded)	1,361	0%	1,361	0%
President and Director	R.O.C	Chau-Young Lin (Representative of the MOTC)	Male 61-70	July 4, 2023	September 30, 2024 (Dismissed)	July 4, 2023 (Succeeded)	20,888	0%	20,888	0%
Director	R.O.C	Sheng-Yuan Wu (Representative of the MOTC)	Male 61-70	September 24, 2024	May 26, 2025	September 24, 2024 (Succeeded)	0	0%	0	0%
Director	R.O.C	Hsiang-Ling Hu (Representative of the MOTC)	Male 61-70	May 27, 2022	May 20, 2024 (Dismissed)	May 27, 2022	0	0%	0	0%
Director	R.O.C	Ching-Hwi Lee (Representative of the MOTC)	Female 51-60	May 27, 2022	May 26, 2025	May 27, 2022	0	0%	0	0%
Director	R.O.C	Shin-Yi Chang (Representative of the MOTC)	Male 61-70	May 27, 2022	May 26, 2025	January 16, 2017~August 9, 2018 (Note 3) June 21, 2019	0	0%	0	0%

As of February 28, 2025

	Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Major Experience & Education (Note 4)	Other Position	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Remarks (Note 5)
	Shares	%	Shares	%			Title	Name	Relation	
	0	0%	0	0%		-	-	-	-	
	0	0%	0	0%	Ph.D., Electronic Engineering, National Taiwan Institute of Industrial Technology	Chairman & CEO, Chunghwa Telecom Co., Ltd. Director, Straits Exchange Foundation Director, Industrial Technology Research Institute	-	-	-	-
	0	0%	0	0%	Master, Accounting, National Chengchi University	Chairman, Next Bank	-	-	-	-
	39,000	0%	0	0%	Ph.D., Computer Science, National Chiao Tung University	President, Chunghwa Telecom Co., Ltd. Chairman, Chunghwa Telecom Foundation	-	-	-	-
	0	0%	0	0%	Ph.D., Electronic Engineering, National Taiwan University of Science and Technology	-	-	-	-	
	0	0%	0	0%	Master of Science, Hydraulic and Ocean Engineering, National Cheng Kung University	Political Deputy Minister, MOTC Director, Straits Exchange Foundation Chairman, Vehicle Safety Certification Center Member, Public Construction Commission, Executive Yuan	-	-	-	-
	0	0%	0	0%	Bachelor, Transportation and Management, National Chiao Tung University	Chairman, Railway Technology Research and Certification Center	-	-	-	-
	0	0%	0	0%	Bachelor, History, National Taiwan Normal University	Deputy Minister, MOC Director, Taiwan Living Arts Foundation Director, Memorial Foundation of 228	-	-	-	-
	0	0%	0	0%	Master, Business Administration, National Taiwan University	Director, Department of Accounting, MOTC Supervisor, Taiwan International Ports Corp.	-	-	-	-

Title (Note 1)	Nationality	Name	Gender/ Age (Note 2)	Date Elected	Term Expires	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding		
							Shares	%	Shares	%	
Director	R.O.C	Sin-Horng Chen (Representative of the MOTC)	Male 61-70	May 27, 2022	May 26, 2025	June 21, 2019	0	0%	0	0%	
Director	R.O.C	Lee-Feng Chien (Representative of the MOTC)	Male 61-70	September 24, 2024	May 26, 2025	September 24, 2024 (Succeeded)	0	0%	0	0%	
Director	R.O.C	Hsiu-Chuan Tsai (Representative of the MOTC)	Female 51-60	May 27, 2022	September 1, 2024 (Resigned)	May 27, 2022	0	0%	0	0%	
Director	R.O.C	Shih-HungTseng (Representative of the MOTC)	Male 61-70	May 27, 2022	May 26, 2025	April 6, 2021	245	0%	245	0%	
Independent Director	R.O.C	Su-ming Lin	Male 61-70	May 27, 2022	May 26, 2025	May 27, 2022	0	0%	0	0%	
Independent Director	R.O.C	Chia-Chung Chen	Male 61-70	May 27, 2022	May 26, 2025	May 27, 2022	0	0%	0	0%	

	Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Major Experience & Education (Note 4)	Other Position	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Remarks (Note 5)
	Shares	%	Shares	%			Title	Name	Relation	
	15,729	0%	0	0%	Ph.D., Electrical Engineering, Texas Tech University, USA	Chair Professor, Department of Electronics and Electrical Engineering, National Yang Ming Chiao Tung University Independent Director, ChineseGamer International Corp. Director, Ting-Shiun Electrical Education Foundation	-	-	-	-
	0	0%	0	0%	Ph.D., Computer Science & Information Engineering, National Taiwan University	Independent Director of 1. Airoha Technology Corp. 2. Uni-President Enterprises Corp. 3. Appier Group Inc. Japan, 4. KKDay Holdings Co., Ltd. Japan Managing Director, Institute For Information Industry Director, Taipei Co-Creation Foundation for Entrepreneurs Partner, Taiwan Leap Venture	-	-	-	-
	1,000	0%	0	0%	Ph.D., Public Administration, National Chengchi University	Minister, Civil Service Protection and Training Commission President, National Academy of Civil Service	-	-	-	-
	2,000	0%	0	0%	Electronic Engineering Department of Kun Shan Institute of Technology	Vice President, Chunghwa Telecom's Corporate Union, Tainan Branch Engineer, Tainan Branch, Chunghwa Telecom Co., Ltd.	-	-	-	-
	0	0%	0	0%	Ph.D., Accounting, Arizona State University, USA	Adjunct Professor, Department of Accounting, College of Management, National Taiwan University Independent Director, Taiwan Fertilizer Co., Ltd. Independent Director, AP Biosciences Inc. Independent Director, Sunny Friend Environmental Technology Co., Ltd.	-	-	-	-
	0	0%	0	0%	Master, Agricultural Economics, National Taiwan University	Independent Director, MOSPEC Semiconductor Corp. Independent Director, Dimerco Data System Corporation Director, SysJust Co., Ltd.	-	-	-	-

Title (Note 1)	Nationality	Name	Gender/ Age (Note 2)	Date Elected	Term Expires	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding	
							Shares	%	Shares	%
Independent Director	R.O.C	Yu-Fen Lin	Female 51-60	May 27, 2022	May 26, 2025	June 23, 2017	0	0%	0	0%
Independent Director	R.O.C	Chung-Chin Lu	Male 61-70	May 27, 2022	May 26, 2025	June 15, 2018	0	0%	0	0%
Independent Director	R.O.C	Yi-Chin Tu	Male 41-50	May 27, 2022	May 26, 2025	June 21, 2019	0	0%	0	0%

Note 1: For institutional shareholders, the name of the institutions and the name of their representatives are listed separately, as shown in the table below.

Note 2: Please use actual age, listed in a range, i.e. age 41–50 or age 51–60.

Note 3: Fill in the first time the person served as director or supervisor, please provide an explanation for any gaps within the terms of the office.

Note 4: This field discloses academic qualifications. For relevant experiences, please refer to page 20, Chapter 2, "Disclosure of Directors Professional Qualifications and Independence."

Note 5: When the chairman and the president, or manager of the same level (the executive management), are the same person, or a spouse or relative, there should be a clear explanation on the reason, rationale, necessity, countermeasures and other relevant information.

Table 1: Major Shareholders of Chunghwa Telecom's Institutional Shareholders

As of February 28, 2025	
Name of Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Ministry of Transportation and communications, or MOTC	NA

	Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Major Experience & Education (Note 4)	Other Position	Executives, Directors or Supervisors who are Spouses or within Two Degrees of Kinship			Remarks (Note 5)
	Shares	%	Shares	%			Title	Name	Relation	
	0	0%	0	0%	Double degree of L.L.B. and B.A., National Taiwan University	Managing Partner, Lex & Honor, Attorneys-at-Law Independent Director, Bank SinoPac Co., Ltd. Independent Director, China Airlines Ltd. Independent Director, Chief Telecom Inc. Supervisor, Infinity Communication Tech. Inc.	-	-	-	-
	0	0%	0	0%	Ph.D., Electrical Engineering, University of Southern California, USA	Professor, Electrical Engineering Department, National Tsing Hua University Director, National Science & Technology Center for Disaster Reduction	-	-	-	-
	0	0%	0	0%	Master, Computer Science and Information Engineering, National Taiwan University	Chairman of Taiwan AI Labs & Foundation Director, Taiwan Creative Content Agency Independent Director, PChome Online Inc. Director, Taiwan Living Arts Foundation	-	-	-	-

(2) Disclosure of Directors Professional Qualifications and Independence

As of February 28, 2025

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Chih-Cheng Chien (Note 1)	<ol style="list-style-type: none"> 1. Ph.D., Electronic Engineering, National Taiwan Institute of Industrial Technology. 2. Current Position: Chairman and Chief Executive Officer, Chunghwa Telecom Co., Ltd. 3. Previous work experience: Senior Executive Vice President and President of the Network Technology Group, Chunghwa Telecom. 4. Chairman of the Company's Sustainable Development & Strategy Committee. 5. Area of Research/ Expertise: Telecom Operation and Management, Telecommunication Network Security and Resilience Enhancement, Mobile Network Evolution, 5G Digital Transformation and Industrial Upgrade, Satellite Communications Management and Strategic Development, Dedicated System Setup and Management, Sustainable Development (ESG), Risk Management. 6. Qualified with the requirements of at least 5 years of work experience in commerce and other necessary expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 3~10 (Note 3)	0
Rong-Shy Lin (Note 1)	<ol style="list-style-type: none"> 1. Ph.D., Computer Science, National Chiao Tung University. 2. Current Position: President, Chunghwa Telecom Co., Ltd. 3. Previous work experience: Senior Executive Vice President, Chief Business Officer and Chief Information Security Officer, Chunghwa Telecom. 4. Member of the Company's Sustainable Development & Strategy Committee and Risk Management Committee. 5. Area of Research/ Expertise: Network Architecture Evolution, O&M System Development, Integrated Network Management, Telecom Operation Management, Cloud Technology, Information and Communication Security, Project Management, Sustainable Development (ESG), Risk Management. 6. Qualified with the requirements of at least 5 years of work experience in commerce and other necessary expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 3~10 (Note 3)	0

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Sheng-Yuan Wu (Note 1)	<ol style="list-style-type: none"> 1. Master of Science, Hydraulic and Ocean Engineering, National Cheng Kung University 2. Current Position: Political Deputy Minister, Ministry of Transportation and Communications (MOTC). 3. Previous work experiences: Director-General, Railway Bureau, Ministry of Transportation and Communications (MOTC). 4. Areas of Research/Expertise: Sustainable Development (ESG), Risk Management, Transportation Planning and Management, Railway Engineering, Civil Engineering, and Hydraulic Engineering. 5. Qualified with the requirements of at least 5 years of work experience in commerce and other necessary expertise for the business of the Company. 6. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1,3,4 and 6~10 (Note 3)	0
Ching-Hwi Lee (Note 1)	<ol style="list-style-type: none"> 1. Bachelor, History, National Taiwan Normal University. 2. Current Position: Deputy Minister, Ministry of Culture (MOC). 3. Previous work experiences: Deputy Director, National Palace Museum. 4. Areas of Research/Expertise: Cultural Administration, Cross-Industry Cooperation and Coordination, and creative content industry areas such as performing arts, film, television, music, etc. 5. Qualified with the requirements of at least 5 years of work experience in commerce and other necessary expertise for the business of the Company. 6. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1 and 3~10 (Note 3)	0

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Shin-Yi Chang (Note 1)	<ol style="list-style-type: none"> 1. Master, Business Administration, National Taiwan University. 2. Current Position: Director, Department of Accounting, Ministry of Transportation and Communications (MOTC). 3. Previous work experience: <ol style="list-style-type: none"> (1) Controller, Department of Accounting, Ministry of Economic Affairs. (2) Director, Department of Accounting, Coast Guard Administration, Ocean Affairs Council (3) A lecturer for risk management and crisis management at the National Academy of Civil Service Examination Yuan, and as the Executive Secretary of the Internal Control Project Promotion Team of the Ministry of Economic Affairs for 6 years. 4. Member of the Company's Sustainable Development & Strategy Committee and Risk Management Committee. 5. Area of Research/Expertise: Accounting and Risk Management. 6. Qualified with the requirement of at least 5 years of work experience as an instructor of accounting at a public or private university with the necessary professional expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1,3,4 and 6~10 (Note 3)	0
Sin-Horng Chen (Note 1)	<ol style="list-style-type: none"> 1. Ph.D., Electrical Engineering, Texas Tech University, USA. 2. Current Position: Chair Professor, Department of Electronics and Electrical Engineering, National Yang Ming Chiao Tung University. 3. Previous work experience: <ol style="list-style-type: none"> (1) Acting President of National Yang Ming Chiao Tung University. (2) Professor, Department of Electronics and Electrical Engineering, National Yang Ming Chiao Tung University. (3) Director, IoT & Intelligent Systems Research Center, National Chiao Tung University. (4) Chief Executive Officer, National Science and Technology Program of Telecommunication and Network Communication, National Science Council, Taiwan. (5) CEO, the Communications Engineering Program (CEP) at the Department of Engineering and Technologies, National Science Council, Taiwan. 4. Areas of Research/Expertise: Speech Signal Processing, Advanced Technology Development and Application System Development in ICT. 5. Qualified with the requirements of at least 5 years of work experience as an instructor at a public or private university with the necessary professional expertise for the business of the Company. 6. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1 and 3~10 (Note 3)	1

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Lee-Feng Chien (Note 1)	<ol style="list-style-type: none"> 1. Ph.D., Computer Science & Information Engineering, National Taiwan University 2. Current Position: Independent Director of <ol style="list-style-type: none"> (1) Airoha Technology Corp. (2) Uni-President Enterprises Corp. (3) Appier Group Inc. Japan. (4) KKDay Holdings Co., Ltd. Japan. (5) Managing Director, Institute For Information Industry. 3. Previous work experiences: Managing Director, Google Taiwan and Professor, Dept. of Information Management, National Taiwan University (Joint Appointment with Academia Sinica). 4. Areas of Research/Expertise: Software and Artificial Intelligence (AI) Technology, Chinese Search Technology and Internet Services. 5. Qualified with the requirements of at least 5 years of work experience in commerce and other necessary expertise for the business of the Company. 6. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1 and 3~10 (Note 3)	2
Shih-Hung Tseng (Note 1)	<ol style="list-style-type: none"> 1. Electronic Engineering Department of Kun Shan Institute of Technology. 2. Current Position: Employee and Labor Director of Chunghwa Telecom Co., Ltd. 3. Member of the Company's Sustainable Development & Strategy Committee. 4. Area of Research/Expertise: ICT. 5. 46 years with the Company and qualified with the required 5-year minimum work experience with necessary professional qualifications for the business of the Company. 6. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 3~10 (Note 3)	0
Su-ming Lin (Note 2)	<ol style="list-style-type: none"> 1. Ph.D., Accounting, Arizona State University, USA. 2. Current Position: Adjunct Professor, Department of Accounting, College of Management, National Taiwan University. 3. Previous work experiences: Chairperson and Professor, Department of Accounting, National Taiwan University. 4. Chairman of the Company's Audit Committee and member of the Company's Compensation Committee, Sustainable Development & Strategy Committee and Risk Management Committee 5. Area of Research/Expertise: Financial Accounting, Tax Laws, International Taxation and Risk Management. 6. Obtained Certified Public Accountant Certificate from Ministry of Examination for Professional and Technical Exams, and qualified with the requirements of Certified Public Accountant and of at least 5 years of work experience as an instructor in a public or private university in an accounting related department with necessary professional expertise for accounting and the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1~11 (Note 3)	3

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Chia-Chung Chen (Note 2)	<ol style="list-style-type: none"> 1. Master, Agricultural Economics, National Taiwan University. 2. Current Position: Independent Director, MOSPEC Semiconductor Corp. 3. Previous work experiences: <ol style="list-style-type: none"> (1) CEO, E. SUN Bank (China). (2) Deputy President, Personal Consumer Division/E. Sun Commercial Bank. (3) Chairman, E.SUN Securities Co., Ltd. (4) Deputy President, Wealth Management Division/E.SUN Commercial Bank. (5) Deputy President, E.SUN Securities Co., Ltd. (6) Executive Vice President, e-Banking Division / E.SUN Commercial Bank. 4. Chairman of the Company's Risk Management Committee and member of the Company's Audit Committee, Compensation Committee and Sustainable Development & Strategy Committee. 5. Area of Research/Expertise: Banking and Digital Finance, Strategic Planning, Business Management, Risk Management and Corporate Governance. 6. Qualified with the requirement of at least 5 years of work experience with necessary professional expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1~11 (Note 3)	2
Yu-Fen Lin (Note 2)	<ol style="list-style-type: none"> 1. Double degree of L.L.B. and B.A., National Taiwan University. 2. Current Position: Managing Partner, Lex & Honor Law Office. 3. Previous Work Experiences: Partner, Kao & Partners, Attorneys-at-Law, Investment Lawyer, Lee & Li Attorneys-at-Law. 4. Chairperson of the Company's Compensation Committee and member of the Company's Audit Committee, Sustainable Development & Strategy Committee and Risk Management Committee 5. Area of Research/Expertise: Legal areas, including International Investment, Corporate Investment, Public Administration, Risk Management as well as Financial, Banking and Electronic Payment related laws. 6. Qualified with the requirement of practicing lawyer and at least 5 years of work experience in law and other necessary expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1~11 (Note 3)	3

Criteria Name	Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in which the Individual is Concurrently Serving as an Independent Director
Chung-Chin Lu (Note 2)	<ol style="list-style-type: none"> 1. Ph.D., Electrical Engineering, University of Southern California, USA. 2. Current Position: Professor, Department of Electrical Engineering, National Tsing Hua University. 3. Previous work experiences: Chair, Electrical Engineering Department, National Tsing Hua University. 4. Member of the Company's Audit Committee, Sustainable Development & Strategy Committee and Risk Management Committee. 5. Area of Research/Expertise: Digital Communications, Error-correcting Codes, Systems Bioinformatics, Quantum Computation and Quantum Communications, Machine Learning and Auditing. 6. Qualified with the requirement of at least 5 years of work experience as an instructor in Electrical Engineering at a public or private university with necessary professional expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1~11 (Note 3)	0
Yi-Chin Tu (Note 2)	<ol style="list-style-type: none"> 1. Master, Computer Science and Information Engineering, National Taiwan University. 2. Current Position: Chairman and Co-Founder of Taiwan AI Labs & Foundation, Computer Software Industry. 3. Previous work experiences: Chief Research and Development Officer of Microsoft Asia-Pacific, responsible for leading the development of AI services in the region, and Chief Development Manager of Microsoft's AI and Research Division. 4. Member of the Company's Audit Committee, Sustainable Development & Strategy Committee and Risk Management Committee. 5. Area of Research / Expertise: Artificial Intelligence (AI), AI Data Governance, Software Platform R&D and Digital Talent Incubation. 6. Qualified with the requirement of at least 5 years of work experience with necessary professional expertise for the business of the Company. 7. Not been a person of any conditions defined in Article 30 of the Company Act. 	Meets Criteria for Independence 1~11 (Note 3)	1

Note 1: Legal Representative Directors.

Note 2: Independent Director.

Note 3: Criteria for Independence.

Meets the following circumstances within the two years prior to appointment and during the term:

1. Not an employee of the Company or any of its affiliates.
2. Not a director or supervisor of the Company or any of its affiliates.
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the

total number of issued shares of the Company or ranks as one of its top ten shareholders.

4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a manager under subparagraph 1, or of any of the above persons in subparagraph 2 and 3.
5. Not a director, supervisor, or employee of a corporate / institutional shareholder that directly holds five percent or more of the total number of issued shares of the Company, ranks as of its top five shareholders, or has representative director(s) serving on the Company's board based on Article 27 of the Company Act.

6. Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the Company.
7. Not a director, supervisor, or employee of a company of which the chairman or president (or equivalent) himself/herself or his/her spouse also serve as the Company's chairman or president (or equivalent).
8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the Company.
9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the Company or to any affiliate of the Company, or a spouse thereof, and the service provided is an "audit service" or a "non-audit service which total compensation within the recent two years exceeds NTD 500,000".
10. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.
11. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.

(3) Board Diversification and Independence

A. Implementation of Board Diversification Policy

a. Diversity Policy

To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company's Board approved the resolution to enact the "Code of Corporate Governance of Chunghwa Telecom Ltd. Co.." As stated in article 20 of the Code: The composition of Board members shall be considered in a diversified manner, and the appropriate policy on diversity should be based on the Company's business operations, operating dynamics and development needs. It is advisable that the policy includes, but is not limited to, the following criteria:

- Basic requirements and values: Gender, age, nationality, culture and ethnicity; and
- Professional knowledge and skills: Such as legal, accounting, industry, finance, marketing or technology.

b. Concrete Objectives

The Board directs company strategies, supervises management and be responsible to the Company and its shareholders. The operations and arrangements of its corporate governance system serve the function of ensuring that the Board of Directors exercises its authority complies with the provisions of laws, regulations, its Articles of Incorporation and the resolutions of its shareholder meetings. In accordance with the Company's Articles of Incorporation, at least one-fifth of the Board of Directors shall be expert representatives. All the directors of the Company are equipped with the knowledge, skills, literacy and decision-making and management capabilities necessary to perform their duties. The Company continuously arranges a variety of courses for the directors to enhance their decision-making quality and

Name	Gender	An employee/ management of the Company	Age	The date of the appointment as a director	Terms of Office of the Independent director	Communication Industry Experiences (years)
Chih-Cheng Chien	M	V	61~70	2024.9.30		39
Rong-Shy Lin	M	V	51~60	2024.9.30		35
Sheng-Yuan Wu	M		61~70	2024.9.24		1
Ching-Hwi Lee	F		51~60	2022.5.27		3

supervision skills, thus strengthening the functions of the Board of Directors.

The Company has set its concrete objectives as follows: Ensure that at least one director possesses professional backgrounds and skills in each of the following areas: telecommunications industry, business management, information and communication technology, fintech, audit and risk management, marketing / commerce, and accounting / finance.

c. Implementation of the Board Diversity Policy

The Company's 10th Board of Directors consists of 13 directors, including 8 non-independent directors and 5 independent directors. During the election, three female directors were elected. However, due to the resignation of one female director, Ms. Hsiu-Chuan Tsai, effective on September 1, 2024, the major shareholder, the Ministry of Transportation and Communications, appointed Mr. Lee-Feng Chien as the replacement, resulting in two female directors remaining on the board. All 13 directors are R.O.C. nationals. The term of the 10th Board of Directors will expire on May 26, 2025, and the selection process for the 11th Board of Directors is underway. The Company remains committed to identifying outstanding female candidates with professional expertise.

The Company's Board possesses overall competence which includes operating judgment, accounting & finance, operating management, crisis management, industry knowledge, global market knowledge, leadership and decision-making ability. The Board members also possess industry experiences and expertise as follows: 10 equipped with business

management skills, 11 with knowledge of sustainability development (ESG), 7 with ICT experiences, 3 with expertise in Fintech, 8 with audit and risk management skills, 5 are commerce and marketing specialists, 1 has experience in audiovisual and music-related creative content industry, 3 have experience in human resource management and development. Furthermore, 2 are legal professionals and 2 are accounting and finance experts. Please see below for additional information on the Board's background and expertise, as well as the Company's implementation of the board diversification policy.

As of February 28, 2025

	Industry Experiences								Professional Knowledge & Skills	
	Business Management	Sustainability Development (ESG)	ICT	Fintech	Audit & Risk Management	Marketing & Commerce	Audiovisual and Music-related Creative Content Industry	Human Resource Management & Development	Legal	Accounting & Finance
	V	V	V		V	V				
	V	V	V		V	V		★		
	V	V	★		V			V		
	V	V					V	★		

Name	Gender	An employee/ management of the Company	Age	The date of the appointment as a director	Terms of Office of the independent director	Communication Industry Experiences (years)
Shin-Yi Chang	M		61~70	2019.6.21		7.4
Sin-Horng Chen	M		61~70	2019.6.21		46
Lee-Feng Chien	M		61~70	2024.9.24		1
Shih-Hung Tseng	M	V	61~70	2021.4.6		46
Su-ming Lin	M		61~70	2022.5.27	1	3
Chia-Chung Chen	M		61~70	2022.5.27	1	3
Yu-Fen Lin	F		51~60	2017.6.23	3	7.8
Chung-Chin Lu	M		61~70	2018.6.15	3	37
Yi-Chin Tu	M		41~50	2019.6.21	2	30

★ Indicates partial competence

Note: Directors as employees of the Company account for 23% of the board, independent directors account for 38.5% of the board, and female directors account for 15.4% of the board.

B.The Independence of the Directors

- The Company's Board of Directors provides guidance on the Company's strategy, while overseeing management and ensuring accountability to the Company and its shareholders. In all aspects of the corporate governance system, the Board exercises its authority in accordance with applicable laws, the Company's Articles of Incorporation, or shareholders' meeting resolutions.
- The Company has 13 directors, 5 of whom are independent and represent 38.5% of the total number of directors. All independent directors maintain their independence within the scope of their duties and have no interest relationship in the Company. Serving as the members of the Audit Committee, they are responsible for overseeing the fair presentation of the Company's financial reports, the hiring (and dismissal), independence and performance of the Company's CPA, the effective implementation of the Company's internal control system, the Company's risk management and control mechanism, and the Company's compliance with relevant laws and regulations.
- The positions of the Company's Chairman and President are held by different individuals, and they are not related to each other by spousal or familial relationship. Therefore, the board of directors is able to perform its duties of supervising the management and directing the Company's strategy and is responsible for the company and shareholders.
- All of the directors are not related to each other as spouses or relatives within the second degree of kinship, which complies with paragraph 3 and 4 of Article 26-3 of the Securities and Exchange Act. In addition, to ensure

	Industry Experiences								Professional Knowledge & Skills	
	Business Management	Sustainability Development (ESG)	ICT	Fintech	Audit & Risk Management	Marketing & Commerce	Audiovisual and Music-related Creative Content Industry	Human Resource Management & Development	Legal	Accounting & Finance
	V	V	★	★	V	V				V
			V							
	V	★	V	★		★				
		V	V					V		
	V	V	★	★	V	★		★	V	V
	V	V		V	V	V		V		
	V	V		V	V				V	
	★	V	V		V					
	V	V	V	V		V				

the independence of the Board's operations, pursuant to Article 17, Paragraph 1 of the Company's Meeting Rules of Order of the Board of Directors, if a director or a juristic person that the director represents is an interested party in relation to an agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interest of this Company, that director may not participate in discussion or voting on that agenda item and shall recuse himself or herself from the discussion and the voting on the item, and may not exercise voting rights as proxy for another director. All directors of the Company have complied with the aforementioned requirements and have fully ensured that the discussion and voting of each resolution is based on the objective and independent judgment of the directors.

● In addition, to implement corporate governance and to enhance the functions of the Company's functional committees, the Company enacted the "Regulations Governing the Performance Evaluation of the Board of Directors of Chunghwa Telecom Co., Ltd." in 2019. Board performance evaluations have been conducted annually, which cover board as a whole, functional committees and individual director performance evaluation. In 2019, 2022 and 2024, respectively, the Company appointed independent professional institutions to conduct external board performance evaluations at least once every three years. The reports and recommendations shall submit to the Board of Directors and used as a reference for the selection or nomination of directors for the next term.

1.2 Profiles of President, Senior Executive Vice Presidents, Vice Presidents, Assistant Vice Presidents, Senior Directors and Department Heads

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
President	R.O.C.	Rong-Shy Lin	M	September 30, 2024	1,361	0%	39,000	0%	
Senior Executive Vice President and President of Telecommunication Training Institute	R.O.C.	Wei-Kuo Hong	M	November 8, 2024	0	0%	0	0%	
Senior Executive Vice President	R.O.C.	Wen-Chiyh Lin	M	November 8, 2024	0	0%	0	0%	
Senior Executive Vice President and Chief Financial Officer	R.O.C.	Wen-Hsin Hsu	F	September 1, 2024	0	0%	0	0%	
Senior Executive Vice President	R.O.C.	Chih-Hsiung Huang	M	January 1, 2024	3,612	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Senior Executive Vice President, Chunghwa Telecom Ph.D., Computer Science, National Chiao Tung University	Chairman of Chunghwa Telecom Foundation	-	-	-	-
	0	0%	President, Telecommunication Training Institute, Chunghwa Telecom Ph.D., Industrial Administration, National Tsing Hua University	Chairman of Taiwan Telecommunications Association Chairman of International Telecommunications Development Company	-	-	-	-
	0	0%	Vice President, Business Management Department, Chunghwa Telecom Master, Automatic Control Engineering, Feng Chia University	Director of Senao International Co., Ltd. Chairman of Smartfun Digital Co., Ltd. Director of Spring House Entertainment Tech. Inc. Director of KKBOX Taiwan Co., Ltd. Director of Chunghwa Digital Cultural and Creative Capital Co., Ltd.	-	-	-	-
	0	0%	Professor of Accounting at National Taiwan University Ph.D., Accounting and Financial Management, Lancaster University, UK	Independent director of United Microelectronics Co., Ltd. Independent director of Unitech Printed Circuit Board Corp., Ltd. Independent director of ANT Precision Industry Co., Ltd.	-	-	-	-
	0	0%	Vice President, Telecommunication Laboratories, Chunghwa Telecom Ph.D., Electrical Engineering, National Central University	Director of Chunghwa Leading Photonics Tech Co., Ltd. Director of Taiwan International Standard Electronics., Ltd.	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
Chief Secretary and Vice President	R.O.C.	Shih-Chung Chang	M	August 12, 2024	0	0%	0	0%	
Advisor and Vice President and Chief Information Security Officer	R.O.C.	Jung-Kuei Chen	M	September 30, 2024	20,584	0%	0	0%	
Vice President	R.O.C.	Hui-Chen Wei	F	January 4, 2021	0	0%	0	0%	
Vice President	R.O.C.	Shu-Ling Chen	F	September 30, 2017	152	0%	0	0%	
Vice President	R.O.C.	Yuan-Kai Chen	M	November 27, 2020	22,075	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Vice President, Corporate Communications Department, Chunghwa Telecom Master, Political Science, Soochow University	Chairman of Light Era Development Co., Ltd. Director of Taipei Financial Center Corp. Supervisor of Taiwan International Standard Electronics Co., Ltd.	-	-	-	-
	0	0%	President, Information Technology Group, Chunghwa Telecom Ph.D., Electrical Engineering, National Taiwan University	Director of Chunghwa Telecom Global, inc. Director of Chunghwa Precision Test Tech. Co., Ltd Director of CHT Security Co., Ltd.	-	-	-	-
	0	0%	Assistant Vice President, Digital Convergence Business Department, Chunghwa Telecom Master, Law, Fu Jen Catholic University	Supervisor of Light Era Development Co., Ltd. Supervisor of Chunghwa Telecom Vietnam Co., Ltd. Supervisor of Unitronics Technology Corporation Advisor of Chunghwa Telecom Europe GmbH	-	-	-	-
	0	0%	Assistant Vice President, Accounting Department, Chunghwa Telecom Bachelor, Accounting, Soochow University	Director of Taiwan Telecommunications Association Supervisor of Chunghwa SEA Holdings Supervisor of Chunghwa Digital Cultural and Creative Management Consulting Co., Ltd	-	-	-	-
	0	0%	Assistant Vice President, Investment Department, Chunghwa Telecom Ph.D., Computer Science, National Chiao Tung University	Director of Chunghwa System Integration Co., Ltd. Director of Chunghwa Investment Co., Ltd. Supervisor of CHYP Multimedia Marketing & Communications Co., Ltd. Director of Chunghwa Hsingta Co., Ltd. Director of Prime Asia Investments Group Ltd. Director of International Integrated System, Inc. Director of Next Commercial Bank Co., Ltd.	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
Vice President	R.O.C.	Song-Hsiung Lin	M	February 4, 2025	10,596	0%	0	0%	
Vice President	R.O.C.	Ti-Yao Chan	M	January 3, 2023	0	0%	0	0%	
Vice President	R.O.C.	Ru-Kuen Lee	M	July 31, 2023	15,073	0%	0	0%	
Vice President	R.O.C.	Ming-Chih Yang	M	November 26, 2024	1,000	0%	0	0%	
Vice President	R.O.C.	Chun-Yen Chan	M	January 7, 2025	0	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	<p>President, Changhua Branch, Chunghwa Telecom</p> <p>Master, Engineering Science, National Chung Kung University</p>	<p>Director of Honghwa International Co., Ltd.</p> <p>Director of Taiwan Telecommunications Association</p>	-	-	-	-
	0	0%	<p>Assistant Vice President, Information Technology Group, Chunghwa Telecom</p> <p>Master, Electrical Engineering, Michigan State University, USA</p>	None	-	-	-	-
	0	0%	<p>Assistant Vice President, Corporate Planning Department, Chunghwa Telecom</p> <p>Master, Photonics, National Chiao Tung University</p>	Director of Light Era Development Co., Ltd.	-	-	-	-
	0	0%	<p>Assistant Vice President, Occupational Safety & Health Department, Chunghwa Telecom</p> <p>Master, Labor, Chinese Culture University</p>	None	-	-	-	-
	0	0%	<p>Assistant Vice President, Administration and Asset Development Department, Chunghwa Telecom</p> <p>Master, Law, National Taiwan University</p>	<p>President of Light Era Development Co., Ltd.</p> <p>Director of Taiwan Telecommunications Association</p> <p>Director of International Telecommunications Development Company</p>	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
Vice President	R.O.C.	Yung-Cheng Chu	M	February 7, 2025	0	0%	0	0%	
Assistant Vice President	R.O.C.	An-An Hsia	F	October 2, 2023	0	0%	0	0%	
Assistant Vice President	R.O.C.	Ya-Chian Shiue	F	January 29, 2019	0	0%	0	0%	
Assistant Vice President	R.O.C.	Sheng-Huei Pan	F	July 10, 2024	25,450	0%	0	0%	
Assistant Vice President	R.O.C.	Wei-Ting Chen	M	August 16, 2023	0	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Vice President, Taipei Branch, Chunghwa Telecom Ph.D., Institute of Communication Engineering, National Tsing Hua University	Director of Honghwa International Co., Ltd.	-	-	-	-
	0	0%	Senior Director, Legal Affairs Department, Chunghwa Telecom Bachelor, Law, National Taiwan University	None	-	-	-	-
	0	0%	Executive Law Director, HTC Corporation Master, Law, Washington University in St. Louis, USA	Supervisor of Taiwan Telecommunications Association	-	-	-	-
	0	0%	Managing Director, Accounting Department, Stationary of Network Technology Group, Chunghwa Telecom Master, Accounting, Tamkang University	Supervisor of Chunghwa System Integration Co., Ltd. Supervisor of Honghwa International Co., Ltd. Supervisor of International Telecommunications Development Company	-	-	-	-
	0	0%	Senior Director, Finance Department, Chunghwa Telecom Bachelor, Accounting, Soochow University	Supervisor of Smartfun Digital Co., Ltd. Supervisor of Spring House Entertainment Tech. Inc. Supervisor of Chunghwa Leading Photonics Tech Co., Ltd. Supervisor of VIETTEL-CHT Company Ltd.	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
Assistant Vice President	R.O.C.	Wen-Ruey Wu	M	February 20, 2024	0	0%	0	0%	
Assistant Vice President	R.O.C.	Cho-Fen Tsai	F	August 16, 2023	0	0%	0	0%	
Assistant Vice President	R.O.C.	Yih-Chyau Kuo	M	October 30, 2023	3,224	0%	1,000	0%	
Assistant Vice President	R.O.C.	Wen-Hao Yang	M	February 22, 2023	0	0%	0	0%	
Assistant Vice President	R.O.C.	Chieh-Hsin Keng	M	July 31, 2023	10,516	0%	25,797	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	<p>Managing Director, Training Development Department, Telecommunication Training Institute, Chunghwa Telecom</p> <p>Master, Institute of Statistics, National Tsing Hua University</p>	None	-	-	-	-
	0	0%	<p>Senior Director, Corporate Communications Department, Chunghwa Telecom</p> <p>Master, IMBA, National Chengchi University</p>	None	-	-	-	-
	0	0%	<p>Senior Engineer, Network Technology Group, Chunghwa Telecom</p> <p>Ph.D., Computer Science, Stevens Institute of Technology, USA</p>	<p>Director of CHYP Multimedia Marketing & Communications Co., Ltd.</p> <p>Director of Chunghwa Pchome Fund I Co., Ltd.</p>	-	-	-	-
	0	0%	<p>Managing Director, Wireless Communications Laboratory, Telecommunication Laboratories, Chunghwa Telecom</p> <p>Ph.D., Institute of Electronics, National Chiao Tung University</p>	None	-	-	-	-
	0	0%	<p>Managing Director, General Planning Department, Information Technology Group, Chunghwa Telecom</p> <p>Master, Engineering Technology, National Taiwan University of Science and Technology</p>	None	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
Assistant Vice President	R.O.C.	Ren-Bin Chiue	M	January 1, 2022	0	0%	935	0%	
Assistant Vice President	R.O.C.	Chih-Cheng Tsao	M	May 3, 2023	3,560	0%	0	0%	
Assistant Vice President	R.O.C.	Ming-Cheng Pai	M	February 10, 2025	24,876	0%	0	0%	
President of Business Group	R.O.C.	Hsueh-Hai Hu	M	July 13, 2023	24,120	0%	0	0%	
President of Business Group	R.O.C.	Pen-Yuang Chang	M	July 13, 2023	0	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Assistant Vice President, Big Data Department, Chunghwa Telecom Master, Information Management, National Taiwan University of Science and Technology	None	-	-	-	-
	0	0%	Chief Information Security Officer, Next Commercial Bank Co., Ltd. Master, Computer Science, National Tsing Hua University	None	-	-	-	-
	0	0%	Managing Director, Information Technology Department Telecommunication Training Institute Chunghwa Telecom Master, Computer Science and Information Engineering, Tamkang University	None	-	-	-	-
	0	0%	Vice President, Consumer Business Group, Chunghwa Telecom Master, Transportation and Communication Management, National Chung Kung University	Chairman and President of Chunghwa Digital Cultural and Creative Management Consulting Co., Ltd Director of Taipei Financial Center Corp. Director of Chunghwa Investment Co., Ltd. Director of Honghwa International Co., Ltd. Director of Senao International Co., Ltd. Director of So-net Entertainment Taiwan Limited	-	-	-	-
	0	0%	President, Taipei Branch, Chunghwa Telecom Ph.D., Computer Science, National Chiao Tung University	Director of Kingwaytek Technology Co., Ltd. Director of Chunghwa System Integration Co., Ltd. Director of International Integrated System, Inc. Director of CHIEF Telecom Inc. Director of Wiadvance Technology Corporation	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
President of Business Group	R.O.C.	Chin-Chou Chen	M	June 30, 2023	6,304	0%	0	0%	
President of Business Group	R.O.C.	Chung-Yung Chia	M	November 8, 2024	0	0%	0	0%	
President of Business Group	R.O.C.	Hey-Chyi Young	F	August 15, 2023	36,044	0%	13,634	0%	
President of Telecommunication Laboratories	R.O.C.	Tian-Tsair Su	M	July 13, 2023	32,341	0%	0	0%	
President of Branch	R.O.C.	Rong-Fuh Liao	M	December 11, 2024	0	0%	342	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Vice President, International Business Group, Chunghwa Telecom Ph.D., Electrical Engineering, National Taiwan University.	Chairman of Chunghwa Telecom Japan Co., Ltd. Chairman of Chunghwa Telecom Vietnam Co., Ltd. Chairman of Chunghwa Telecom Thailand Co., Ltd. Chairman of Donghwa Telecom Co., Ltd. Director of VIETTEL-CHT Company Ltd. Director of CHT Infinity Singapore Pte., Ltd. Director of PT.CHT Infinity Indonesia	-	-	-	-
	0	0%	Vice President, Network Technology Group, Chunghwa Telecom Ph.D., Computer Science and Engineering, National Chiao Tung University	Chairman of Chunghwa Telecom Europe GmbH Director of Senao Networks Inc. Director of Taiwan International Standard Electronics Co., Ltd.	-	-	-	-
	0	0%	Vice President, Telecommunication Laboratories, Chunghwa Telecom Master, Electrical and Computer Engineering University of Texas at Austin, USA	Director of International Integrated System, Inc. Director of Institute Information Industry	-	-	-	-
	0	0%	President of Consumer Business Group, Chunghwa Telecom Master, Electrical Engineering, National Chung Kung University	Director of Senao Networks Inc.	-	-	-	-
	0	0%	Vice President, Mobile Network Central Branch, Network Technology Group, Chunghwa Telecom Master, Control Engineering, National Chiao Tung University	None	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
President of Branch	R.O.C.	Te-Ming Chen	M	September 26, 2024	190	0%	0	0%	
President of Branch	R.O.C.	Te-Li Chang	M	September 26, 2024	0	0%	0	0%	
President of Branch	R.O.C.	Chen-Chien Su	M	July 24, 2023	2,410	0%	0	0%	
President of Branch	R.O.C.	Ming-Tsung Chen	M	January 1, 2024	375	0%	0	0%	
President of Branch	R.O.C.	Lung-Wuu Men	M	January 1, 2025	0	0%	0	0%	
President of Branch	R.O.C.	Po-Ta Tseng	M	July 24, 2023	0	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	President, Mobile Network Central Branch, Network Technology Group, Chunghwa Telecom Master, Information Management, National Sun Yat-sen University	None	-	-	-	-
	0	0%	President, Mobile Network Southern Branch, Network Technology Group, Chunghwa Telecom Master, Electrical Engineering, National Tsing Hua University	None	-	-	-	-
	0	0%	President, Taoyuan Branch, Chunghwa Telecom Master, Information Management, National Chiao Tung University	None	-	-	-	-
	0	0%	Vice President, Enterprise Business Group, Chunghwa Telecom Ph.D., Computer Science and Engineering, National Chiao Tung University	Director of Smartfun Digital Co., Ltd. Director of Spring House Entertainment Tech. Inc. Director of Chunghwa SEA Holdings Director of Taiwan International Ports Logistics Corporation	-	-	-	-
	0	0%	Vice President, Taoyuan Branch, Chunghwa Telecom Master, Electrical Engineering, Chung Yuan Christian University	None	-	-	-	-
	0	0%	Vice President, Taoyuan Branch, Chunghwa Telecom Master, Electrical, National Chiao Tung University	None	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
President of Branch	R.O.C.	Hung-Hsing Chen	M	June 30, 2023	94	0%	0	0%	
President of Branch	R.O.C.	Lin-Yen Wu	M	June 30, 2023	40,096	0%	0	0%	
President of Branch	R.O.C.	Lung-Chiang Lin	M	February 4, 2025	0	0%	3,000	0%	
President of Branch	R.O.C.	Shih-Tsu Liu	M	January 1, 2023	576	0%	379	0%	
President of Branch	R.O.C.	Chia-Hsin Li	M	January 1, 2023	44,048	0%	0	0%	
President of Branch	R.O.C.	Ling Chao	F	February 4, 2025	4,780	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	President, Miaoli Branch, Chunghwa Telecom Master, Communications, National Chiao Tung University	None	-	-	-	-
	0	0%	Vice President, Hsinchu Branch, Chunghwa Telecom Master, Electrical Engineering Technology, National Taiwan University of Science and Technology	None	-	-	-	-
	0	0%	Managing Director, Network Monitoring & Management Department, Network Technology Group, Chunghwa Telecom Master, Department of Tourism Management, Nanhua University	None	-	-	-	-
	0	0%	Vice President, Ilan Branch, Chunghwa Telecom Master, Business Management, Chung Yuan Christian University	None	-	-	-	-
	0	0%	Vice President, Taichung Branch, Chunghwa Telecom Master, Computer Science, University of Iowa, USA	None	-	-	-	-
	0	0%	Vice President, Hualien Branch, Chunghwa Telecom Master, Department of International Business, National Dong Hwa University	None	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding		
					Shares	%	Shares	%	
President of Branch	R.O.C.	Chung-Ta Hsieh	M	June 30, 2024	9,257	0%	32,696	0%	
President of Branch	R.O.C.	Shi-Shen Cheng	M	January 1, 2023	42,428	0%	0	0%	
President of Branch	R.O.C.	Wei-Jenn Ke	M	June 30, 2024	0	0%	0	0%	
President of Branch	R.O.C.	Yung-Shan Lin	M	June 30, 2023	10,000	0%	0	0%	
President of Branch	R.O.C.	Min-Horng Tsai	M	December 5, 2023	0	0%	0	0%	
President of Branch	R.O.C.	Huan-Chang Hsiao	M	June 30, 2023	428	0%	0	0%	

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Vice President, Changhua Branch, Chunghwa Telecom Master, Electrical Engineering, National Chung Kung University	None	-	-	-	-
	0	0%	Vice President, Yunlin Branch, Chunghwa Telecom Master, Computer and Communication Engineering, National Kaohsiung University of Science and Technology	None	-	-	-	-
	0	0%	Vice President, Enterprise Business Group, Chunghwa Telecom Ph.D., Electrical Engineering, National Taiwan University	Director of AgriTalk Technology Inc. Director of iKala Global Online Corp.	-	-	-	-
	0	0%	Vice President, Chiayi Branch, Chunghwa Telecom Master, Electrical Engineering, National Chung Kung University	None	-	-	-	-
	0	0%	Vice President, Consumer Business Group, Chunghwa Telecom Master, Electrical Engineering, National Taiwan University	President of Spring House Entertainment Tech. Inc. Director of Senao International Co., Ltd. Director of KKBOX Taiwan Co., Ltd.	-	-	-	-
	0	0%	Vice President, Pingtung Branch, Chunghwa Telecom Master, Applied Mathematics, National Chiao Tung University	None	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Effective Date	Current Shareholding		Spouse & Minor Shareholding	
					Shares	%	Shares	%
President of Branch	R.O.C.	Yung-Chang Lee	M	December 7, 2022	0	0%	0	0%

Note 1: Shall include profiles of President, Executive Vice President, Vice President, Department Heads, or any other equivalent positions within the Company. The above chart includes the Company's President, Senior Executive Vice Presidents, Vice Presidents and Assistant Vice Presidents of the Company's Level 1 branches, and affiliated institutions of the Company's President.

Note 2: If any of the current and past experiences involve part of the auditing CPA firms or any of the Company affiliates, please provide details for the person's title and responsibilities.

Note 3: When the chairman and the president, or manager of the same level (the executive management), are the same person, or a spouse or relative, there should be a clear explanation as to the reason, rationale, necessity, measures for future improvement, and other relevant information.

2. 2024 Compensation of Directors (Including Independent Directors), President, Senior Executive Vice Presidents, and Other Management Officers

2.1 Compensation of Directors (Including Independent Directors)

Title	Name	Compensation to Directors								Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)	
		Base Compensation (A) (Note 2)		Pension / Severance (B)		Directors Compensation (C) (Note 3)		Professional Fee (D) (Note 4)		Parent-only	Consolidated (Note 7)
		Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)		
MOTC		0	0	0	0	40,440	40,440	0	0	40,440 0.11%	40,440 0.11%
Director	Chih-Cheng Chien (Succeeded on September 30, 2024)	0	0	0	0	0	0	0	0	0 0.00%	0 0.00%
Director	Shui-Yi Kuo (Dismissed on September 30, 2024)	0	0	0	0	0	0	0	0	0 0.00%	0 0.00%
Director	Rong-Shy Lin (Succeeded on September 30, 2024)	0	0	0	0	0	0	0	0	0 0.00%	0 0.00%

	Shareholding by Nominee Arrangement		Major Experience & Education (Note 2)	Other Position	Officers who are Spouses or within Two Degrees of Kinship			Remarks (Note 3)
	Shares	%			Title	Name	Relation	
	0	0%	Assistant Vice President of Honghwa International Co., Ltd. Master, Management, Nanhua University	None	-	-	-	-

Unit: NT\$'000

	Compensation as Concurrent Employees								Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)		Compensation from investees other than subsidiaries or the Parent Company (Note 9)
	Salary, Bonuses, and Allowances (E) (Note 5)		Pension / Severance (F)		Employee Compensation (G) (Note 6)				Parent-only	Consolidated (Note 7)	
	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only		Consolidated (Note 7)				
					Cash	Stock	Cash	Stock	Parent-only	Consolidated (Note 7)	
	0	0	0	0	0	0	0	0	40,440 0.11%	40,440 0.11%	None
	5,736	5,736	0	0	435	0	435	0	6,171 0.02%	6,171 0.02%	287
	7,715	7,715	15,311	15,311	0	0	0	0	23,026 0.06%	23,026 0.06%	None
	6,157	6,655	0	0	435	0	435	0	6,592 0.02%	7,090 0.02%	28

Title	Name	Compensation to Directors								Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)	
		Base Compensation (A) (Note 2)		Pension / Severance (B)		Directors Compensation (C) (Note 3)		Professional Fee (D) (Note 4)		Parent-only	Consolidated (Note 7)
		Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)		
Director	Chau-Young Lin (Dismissed on September 30, 2024)	0	0	0	0	0	0	0	0	0 0.00%	0 0.00%
Director	Shin-Yi Chang	102	102	0	0	0	0	0	0	102 0.00%	102 0.00%
Director	Sin-Horng Chen	330	330	0	0	0	0	10	10	340 0.00%	340 0.00%
Director	Sheng-Yuan Wu (Succeeded on September 24, 2024)	26	26	0	0	0	0	0	0	26 0.00%	26 0.00%
Director	Hsiang-Ling Hu (Dismissed on May 20, 2024)	39	39	0	0	0	0	0	0	39 0.00%	39 0.00%
Director	Ching-Hwi Lee	102	102	0	0	0	0	3	3	105 0.00%	105 0.00%
Director	Lee-Feng Chien (Succeeded on September 24, 2024)	97	97	0	0	0	0	0	0	97 0.00%	97 0.00%
Director	Hsiu-Chuan Tsai (Resigned on September 1, 2024)	240	240	0	0	0	0	10	10	250 0.00%	250 0.00%
Director	Shih-Hung Tseng	0	0	0	0	0	0	0	0	0 0.00%	0 0.00%
Independent Director	Yu-Fen Lin	720	720	0	0	0	0	230	230	950 0.00%	950 0.00%
Independent Director	Chung-Chin Lu	720	720	0	0	0	0	190	190	910 0.00%	910 0.00%

	Compensation as Concurrent Employees								Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)		Compensation from investees other than subsidiaries or the Parent Company (Note 9)
	Salary, Bonuses, and Allowances (E) (Note 5)		Pension / Severance (F)		Employee Compensation (G) (Note 6)						
	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only		Consolidated (Note 7)		Parent-only	Consolidated (Note 7)	
					Cash	Stock	Cash	Stock			
	7,289	7,289	14,888	14,888	0	0	0	0	22,176 0.06%	22,176 0.06%	None
	0	0	0	0	0	0	0	0	102 0.00%	102 0.00%	None
	0	0	0	0	0	0	0	0	340 0.00%	340 0.00%	None
	0	0	0	0	0	0	0	0	26 0.00%	26 0.00%	None
	0	0	0	0	0	0	0	0	39 0.00%	39 0.00%	None
	0	0	0	0	0	0	0	0	105 0.00%	105 0.00%	None
	0	0	0	0	0	0	0	0	97 0.00%	97 0.00%	None
	0	0	0	0	0	0	0	0	250 0.00%	250 0.00%	None
	1,749	1,749	0	0	114	0	114	0	1,863 0.01%	1,863 0.01%	None
	0	0	0	0	0	0	0	0	950 0.00%	950 0.00%	None
	0	0	0	0	0	0	0	0	910 0.00%	910 0.00%	None

Title	Name	Compensation to Directors								Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)	
		Base Compensation (A) (Note 2)		Pension / Severance (B)		Directors Compensation (C) (Note 3)		Professional Fee (D) (Note 4)		Parent-only	Consolidated (Note 7)
		Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)		
Independent Director	Yi-Chin Tu	720	720	0	0	0	0	190	190	910 0.00%	910 0.00%
Independent Director	Chia-Chung Chen	720	720	0	0	0	0	230	230	950 0.00%	950 0.00%
Independent Director	Su-ming Lin	720	720	0	0	0	0	210	210	930 0.00%	930 0.00%

A. Please explain the policy, system, standards, and structure of independent directors' compensation, and describe the correlation with the amount of compensation based on responsibilities, risks, working hours, etc.: The compensation of independent directors of the Company is processed in accordance with the resolution of the 5th meeting of the 7th Board of Directors of the Company, and the amount of fixed part-time compensation and business execution expenses are paid separately according to position ; the independent directors of the Company do not participate in the distribution of Directors' compensation.

Note 1: Excluding the independent directors of the Company, all other directors are representatives of the MOTC, the legal shareholding entity of the Company. All directors' names are listed separately by position, including by director and independent director, and compensation is disclosed individually. Mr. Rong-Shy Lin, Director and President (succeeded on September 30, 2024), and Mr. Chau-Young Lin, Director and President (dismissed on September 30, 2024), are listed under "Compensation of the President, Senior Executive Vice President, Subsidiary President, and Department Heads."

Note 2: Refers to directors' fixed part-time compensation in fiscal year 2024.

Note 3: Refers to the amount of compensation for the fiscal year 2024, approved by the Board of Directors in the most recent year and distributed to MOTC, the legal shareholding entity represented by the respective directors, not as personal compensation. Independent directors did not participate in the allocation.

Note 4: Refers to directors' related business execution expenses for fiscal year 2024 (including traveling expenses, etc.).

Note 5: Refers to directors who also concurrently work as employees of the Company (including serving as President, Senior Executive Vice President, other manager or employees) in fiscal year 2024, and received salaries, commissions, severance payments, and different types of bonuses, rewards, travel expenses, special expenses, allowances, etc. The Company does not have share-based compensation as per IFRS 2, including employee stock option certificate, restricted stock, cash-based share subscription, etc.

Compensation as Concurrent Employees									Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)		Compensation from investees other than subsidiaries or the Parent Company (Note 9)
Salary, Bonuses, and Allowances (E) (Note 5)		Pension / Severance (F)		Employee Compensation (G) (Note 6)				Parent-only	Consolidated (Note 7)		
Parent-only	Consolidated (Note 7)	Parent-only	Consolidated (Note 7)	Parent-only		Consolidated (Note 7)					
				Cash	Stock	Cash	Stock				
0	0	0	0	0	0	0	0	910 0.00%	910 0.00%	None	
0	0	0	0	0	0	0	0	950 0.00%	950 0.00%	None	
0	0	0	0	0	0	0	0	930 0.00%	930 0.00%	None	

B. Compensation to Directors providing service to entities within the Company's most recent financial reporting period (such as serving as non-employee consultants of parent company/all companies listed in the financial reports/investee companies), in addition to compensation disclosed in the above table: None.

Note 6: Refers to directors who also concurrently work as employees of the Company (including serving as President, Senior Executive Vice President, other manager or employees) in fiscal year 2024, and has received employee compensation (including stock and cash). These compensations as approved by the Board of Directors must be fully disclosed. The employee compensation for 2024 is estimated figures.

Note 7: Fully discloses the total amount of various director compensation items on a consolidated basis.

Note 8: Net income for the year refers to net income on the 2024 parent-only financial report.

Note 9: a. This column shall clearly state the amount of compensation that Company directors received from investee Companies or the parent company (if none, please state "None").

b. Compensation refers to Company directors' compensation related to salaries, rewards (including compensation as employees, or directors, or supervisors), and business execution expenses earned while serving as directors, supervisors, managers, etc., of investee companies.

*The table above is for compensation disclosure only, and is different for taxable income, so the table cannot be used for taxable income purpose.

2.2 Compensation of President, Senior Executive Vice President, Senior Directors

Title	Name	Salary (A) (Note 2)		Pension / Severance (B)		Bonuses and Allowances (C) (Note 3)	
		Parent-only	Consolidated (Note 5)	Parent-only	Consolidated (Note 5)	Parent-only	Consolidated (Note 5)
President	Rong-Shy Lin (succeeded on September 30, 2024)	2,450	2,810	0	0	3,707	3,845
	Chau-Young Lin (dismissed on September 30, 2024)	3,224	3,224	14,888	14,888	4,064	4,064
Senior Executive Vice President	Wen-Chiyh Lin (succeeded on November 8, 2024)	17,889	19,669	2,131	2,131	29,001	29,783
	Chih-Hsiung Huang (succeeded on January 1, 2024)						
	Wei-Kuo Hong (succeeded on November 8, 2024)						
	Wen-Hsin Hsu (succeeded on September 1, 2024)						
	Yu-Shen Chen (dismissed on September 1, 2024)						
President of Business Group	Hsueh-Hai Hu	17,889	19,669	2,131	2,131	29,001	29,783
	Pen-Yuang Chang						
	Chin-Chou Chen						
	Chung-Yung Chia (succeeded on November 8, 2024)						
	Hey-Chyi Young						
	Tian-Tsair Su						

Employee Compensation (D) (Note 4)				Total Compensation (A+B+C+D) and ratio of compensation to Net Income (%) (Note 8)		Compensation from Investees other than Subsidiaries or Parent Company (Note 9)
Parent-only		Consolidated (Note 5)		Parent-only	Consolidated	
Cash	Stock	Cash	Stock			
435	0	435	0	6,592 0.02%	7,090 0.02%	28
0	0	0	0	22,176 0.06%	22,176 0.06%	None
5,800	0	5,800	0	54,821 0.15%	54,821 0.15%	366

Range of Compensation	Name of President, Senior Executive Vice President, and Senior Directors	
	The Company (Note 6)	All Investee Companies and the Parent Company (Note 7) E
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive) ~ NT\$2,000,000 (exclusive)	Wen-Hsin Hsu	Wen-Hsin Hsu
NT\$2,000,000 (inclusive) ~ NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive) ~ NT\$5,000,000 (exclusive)	Wen-Chiyh Lin, Chih-Hsiung Huang, Chung-Yung Chia	Wen-Chiyh Lin, Chih-Hsiung Huang, Chung-Yung Chia
NT\$ 5,000,000 (inclusive) ~ NT\$10,000,000 (exclusive)	Rong-Shy Lin, Wei-Kuo Hong, Yu-Shen Chen, Hsueh-Hai Hu, Pen-Yuang Chang, Chin-Chou Chen, Hey-Chyi Young, Tian-Tsair Su	Rong-Shy Lin, Wei-Kuo Hong, Yu-Shen Chen, Hsueh-Hai Hu, Pen-Yuang Chang, Chin-Chou Chen, Hey-Chyi Young, Tian-Tsair Su
NT\$10,000,000 (inclusive) ~ NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive) ~ NT\$30,000,000 (exclusive)	Chau-Young Lin	Chau-Young Lin
NT\$30,000,000 (inclusive) ~ NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) ~ NT\$100,000,000 (exclusive)		
Over NT\$100,000,000		
Total		

Note 1: The names of senior executive vice presidents, managers of subsidiaries, and department heads are listed respectively, with the exception for the president, whose name and remuneration are disclosed separately. Mr. Rong-Shy Lin, Director and President (succeeded on September 30, 2024), and Mr. Chau-Young Lin, Director and President (dismissed on September 30, 2024), are listed under "Compensation of Directors (including Independent Directors)."

Note 2: Refers to salary and extra commission disbursed to the Company President, Senior Executive Vice President, and Department Heads in fiscal year 2024.

Note 3: Refers to the different bonuses, rewards, travel expenses, special expenses, and allowances received by the Company President, Senior Executive Vice President, and Department Heads in fiscal year 2024. The Company does not have share-based compensation as per IFRS 2, such as employee stock option certificate, restricted stock, cash-based share subscription, etc.

Note 4: Refers to compensation as approved in the most recent year by the Board of Directors and allocated to the Company President, Senior Executive Vice President, and Department Heads in fiscal year 2024. The distribution amount stated is an estimated amount. After the report of the 2025 annual general meeting, the issuance calculation will be carried out in accordance with the relevant issuance regulations.

Note 5: Fully discloses the total amount of various compensation items on a consolidated basis that are disbursed to the Company President, Senior Executive Vice President, and Department Heads.

Note 6: Fully discloses the Company President, Senior Executive Vice President, and Department Heads names in the compensation range table in accordance to the different compensation amounts of the respective officers.

Note 7: Fully discloses the total amount of various compensation items to the Company President, Senior Executive Vice President, and Department Heads on a consolidated basis; fully discloses respective officers' names in the compensation range table in accordance to the different compensation amounts of the respective officers.

Note 8: Fiscal year net income refers to after-tax income in fiscal year 2024 and on a parent-only basis.

Note 9: a. This column shall clearly state the amount of compensation that Company directors received from investee companies or the parent company (if none, please fill in "None").

b. If Company directors have received compensation from investee companies or the parent company, then such compensation shall be included in the compensation range table in column E, and the column heading shall be changed to "Parent and All Investee Companies."

* The table above is for compensation disclosure only, and is different from taxable income, so the table cannot be used for taxable income purpose.

2.3 Compensation of Managers

(Including top 10 managers names, positions and total compensation amount)

						As of December 31, 2024
	Title (Note 1)	Name (Note 1)	Compensation in Stock	Compensation in Cash	Total	Total to Net Income(%)
Managers	Chairman	Chih-Cheng Chien (Note 5) (succeeded on September 30, 2024)	0	31,728,672	31,728,672	0.09%
	President	Rong-Shy Lin (Note 6) (succeeded on September 30, 2024)				
	Senior Executive Vice President	Wen-Chiyh Lin (succeeded on November 8, 2024)				
	Senior Executive Vice President	Chih-Hsiung Huang (succeeded on January 1, 2024)				
	Senior Executive Vice President	Wei-Kuo Hong (succeeded on November 8, 2024)				
	Senior Executive Vice President	Yu-Shen Chen (dismissed on September 1, 2024)				
	Senior Executive Vice President	Wen-Hsin Hsu (succeeded on September 1, 2024)				
	Vice President	Shih-Chung Chang				
	Vice President	Jung-Kuei Chen (succeeded on September 30, 2024)				
	Vice President	Hui-Chen Wei				
	Vice President	Shu-Ling Chen				
	Vice President	Yuan-Kai Chen				
	Vice President	Hong-Bin Chiou				
	Vice President	Di-Yao Chan				
	Vice President	Ru-Kuen Lee				
	Vice President	Ming-Chih Yang (succeeded on November 26, 2024)				
	Assistant Vice President	An-An Hsia				
	Assistant Vice President	Ya-Chian Shiue				
	Assistant Vice President	Sheng-Huei Pan (succeeded on July 10, 2024)				
	Assistant Vice President	Ming-Tzu Hsiao (dismissed on June 30, 2024)				
	Assistant Vice President	Wei-Ting Chen				
	Assistant Vice President	Wen-Ruey Wu (succeeded on February 20, 2024)				
	Assistant Vice President	Cho-Fen Tsai				
	Assistant Vice President	Yih-Chyau Kuo				
Assistant Vice President	Chun-Yen Chan					
Assistant Vice President	Wen-Hao Yang					

	Title (Note 1)	Name (Note 1)	Compensation in Stock	Compensation in Cash	Total	Total to Net Income(%)
Managers	Assistant Vice President	Chieh-Hsin Keng				
	Assistant Vice President	Ren-Bin Chiue				
	Assistant Vice President	Chih-Cheng Tsao				
	President of Business Group	Hsueh-Hai Hu				
	Vice President of Business Group	Rong-Yi Chen				
	Vice President of Business Group	Suh-Chiou Ke				
	Vice President of Business Group	Shu-Ling Chen (succeeded on June 28, 2024)				
	Vice President of Business Group	Hui-Pao Huang (dismissed on June 30, 2024)				
	Vice President of Business Group	Tsu-I Hsu (succeeded on July 1, 2024)				
	Vice President of Business Group	Liang-Wei Lee				
	Assistant Vice President	Ming-Hua Chang				
	Assistant Vice President	Chia-Bao Chong				
	President of Business Group	Pen-Yuang Chang				
	Vice President of Business Group	Lai-Ting Chen				
	Vice President of Business Group	Kuan-Hsiung Liang				
	Assistant Vice President	Kou-Chen Wu (succeeded on July 1, 2024)				
	Assistant Vice President	Hui-Ling Feng (succeeded on January 2, 2024)				
	President of Business Group	Chin-Chou Chen				
	Vice President of Business Group	Chien-Chih Chen				
	Assistant Vice President	Pi Chiang				
	Assistant Vice President	Hsuan-Lung Liu				
	President of Business Group	Chung-Yung Chia (succeeded on November 8, 2024)				
	Vice President of Business Group	Chih-Cheng Lo				
	Vice President of Business Group	Kuo-Chi Huang (succeeded on December 11, 2024)				
	Vice President of Business Group	Ching-Chuan Kuo				
	Assistant Vice President	Yeh-Chin Ho				
	Assistant Vice President	Yi-Shou Lin (succeeded on December 11, 2024)				

	Title (Note 1)	Name (Note 1)	Compensation in Stock	Compensation in Cash	Total	Total to Net Income(%)
Managers	President of Branch	Rong-Fuh Liao (succeeded on December 11, 2024)				
	Vice President of Branch	Ting-Huei Lin (succeeded on July 1, 2024)				
	Vice President of Branch	Chi-Huang Su (dismissed on June 30, 2024)				
	President of Branch	Te-Li Chang				
	Vice President of Branch	Chih-Chiang Chiu				
	President of Business Group	Hey-Chyi Young				
	Vice President of Business Group	Jeu-Yih Jeng				
	Vice President of Business Group	Quen-Zong Wu				
	Vice President of Business Group	Chung-Shuo Lin (dismissed on January 1, 2025)				
	President of Telecommunication Laboratories	Tian-Tsair Su				
	Vice President of Telecommunication Laboratories	Ching-Hung Wang				
	Vice President of Telecommunication Laboratories	Rong-Ruey Lee (succeeded on January 2, 2024)				
	Vice President of Telecommunication Training Institute	Shih-Mo Leu				
	President of Branch	Chen-Chien Su				
	Vice President of Branch	Chi-Ho Chiang (succeeded on January 2, 2024)				
	Vice President of Branch	Yung-Cheng Chu				
	President of Branch	Ming-Tsung Chen (succeeded on January 1, 2024)				
	Vice President of Branch	Felicia Lai (succeeded on January 5, 2024)				
	Vice President of Branch	Ching-Hsu Wang				
	President of Branch	Jinun-Jye Lee				
	Vice President of Branch	Chia-Ju Lin				
	President of Branch	Po-Ta Tseng				
	President of Branch	Lung-Wuu Men				
	Vice President of Branch	Chi-Min Lo (succeeded on January 15, 2024)				
	President of Branch	Huan-Hsing Chen				
	Vice President of Branch	Chun-Jen Chou				
President of Branch	Lin-Yen Wu					

	Title (Note 1)	Name (Note 1)	Compensation in Stock	Compensation in Cash	Total	Total to Net Income(%)
Managers	Vice President of Branch	Tian-Yue Jih (succeeded on July 9, 2024)				
	Vice President of Branch	Hon-Yu Chang (dismissed on June 30, 2024)				
	President of Branch	Ling Chao				
	Vice President of Branch	Ting-Cheng Chen (dismissed on September 30, 2024)				
	President of Branch	Shih-Tsu Liu				
	Vice President of Branch	Ming-Yen Wu				
	President of Branch	Chia-Hsin Li				
	Vice President of Branch	Wan-Ju Lin				
	Vice President of Branch	Tze-Feng Lin (succeeded on November 29, 2024)				
	President of Branch	Song- Hsiung Lin (succeeded on January 1, 2024)				
	Vice President of Branch	Ming-Chou Liao				
	President of Branch	Chung-Ta Hsieh (succeeded on June 30, 2024)				
	President of Branch	Ruei-Shiuan Chang (dismissed on June 30, 2024)				
	Vice President of Branch	Wei-Dong Pan (succeeded on July 10, 2024)				
	President of Branch	Shi-Shen Cheng				
	Vice President of Branch	Chi-Cheng Lin				
	President of Branch	Wei-Jenn Ke (succeeded on June 30, 2024)				
	President of Branch	Chin-Chuan Liang (dismissed on June 30, 2024)				
	Vice President of Branch	Ming-Yuan Suen				
	Vice President of Branch	Tang-Lin Su				
	President of Branch	Yung-Shan Lin				
	Vice President of Branch	Te-Yao Wu				
	President of Branch	Min-Horng Tsai				
	Vice President of Branch	Bo-Yuh Huang (succeeded on November 29, 2024)				
	Vice President of Branch	Kuo-Pin Lo (succeeded on January 2, 2024)				
	Vice President of Branch	Han-Chin Lai (dismissed on June 30, 2024)				
President of Branch	Huan-Chang Hsiao					
Vice President of Branch	Jane-Jone Shae					
President of Branch	Yung-Chang Lee					

Note 1: Disclose full names and titles, with summarized compensation amount.

Note 2: Refer to key employees' compensation as approved by the Board of Directors for fiscal year 2024. The distribution amount stated is an estimated amount. After the report of the 2025 annual general meeting, the issuance calculation will be carried out in accordance with the relevant issuance regulations. Fiscal year net income refers to after-tax income in fiscal year 2024 and on the parent-only basis.

Note 3: The definitions of managers are in accordance to Security and Future Bureau Regulation 3-0920001301 issued by Financial Supervisory Commission, or FSC on March 27, 2003, and are listed below:

- (1) President and equivalent position.
- (2) Vice President and equivalent position.
- (3) Assistant Vice President and equivalent position.
- (4) Financial Manager and equivalent position.
- (5) Accounting Manager and equivalent position.
- (6) Other managers with authorization.

Note 4: The Company Chairman and President did not receive any employee compensation; Executive Vice President (included) and below officers have received employee compensation.

Note 5: Mr. Chih-Cheng Chien, formerly as Senior Executive Vice President, succeeded as the Company Chairman on September 30, 2024.

Note 6: Mr. Rong-Shy Lin, formerly as Senior Executive Vice President, succeeded as the Company President on September 30, 2024.

2.4 Compensation to Directors, President, and Senior Executive Vice President, as Percentage of Net Income Stated in the Parent-only Financial Statements or Individual Financial Statements for the Most Recent Two Years; Compensation Policy, Budget, and Risks

(1) Compensation of Directors, President, Senior Executive Vice President, and Senior Directors, as Percentage of Net Income:

Unit: NT\$'000								
Items Title	Parent-only				Consolidated			
	2023		2024		2023		2024	
	Total	Total to Net Income(%)	Total	Total to Net Income(%)	Total	Total to Net Income(%)	Total	Total to Net Income(%)
Compensation of Director	83,016	0.22%	105,877	0.28%	83,264	0.23%	106,375	0.29%
Compensation of President, Senior Executive Vice President, Senior Directors	69,400	0.19%	83,590	0.22%	71,880	0.19%	86,649	0.23%
Net income of parent-only financial statement	36,916,708	-	37,220,464	-	36,916,708	-	37,220,464	-

Note 1: Net income refers to after-tax income in fiscal year 2023 and 2024 and on a parent-only basis.

(2) Compensation Policy, Criteria and Composition:

- A. As approved by the Board of Directors, directors receive a fixed amount of compensation on a monthly basis and was distributed with directors' compensation according to the Articles of Incorporation; however, independent directors are excluded from the Company's annual compensation program as approved by the Board of Directors.
- B. The Chief Executive Officer and President are paid a salary and bonus as approved by the Board of Directors, but not as part of the employees' compensation.
- C. The salary of the Senior Executive Vice President, Department Heads, and Senior Directors are determined by the relevant employee compensation policy; bonuses and allowances are determined based on overall corporate performance and the performance of individual departments.
- D. The board of directors passed a resolution to approve the "Incentive Compensation Clawback Policy of Chunghwa Telecom Co., Ltd." (the "Policy"). This policy applies in the event of significant misstatements in the Company's financial reports requiring accounting restatements. In such cases, incentive-based compensation related to erroneous payments made to senior executives and tied to financial reporting metrics shall be subject to recovery. The recovery period includes the three fiscal years preceding the date of the financial report restatement.

(3) Compensation Budgeting Procedure:

The Compensation Committee shall periodically review and assess compensation packages for the Board of Directors and executive management, which are then approved by the Board of Directors.

(4) Compensation and Performance:

- A. The compensation for a Director who is concurrently an employee of other entities is established based on the Company's performance target, financial status, and the director's respective responsibilities.
- B. Compensation for management executives, the Chief Executive Officer, and President, is based on each individual's respective expertise and competencies, corporate performance, and financial status. The compensation of the Senior Executive Vice President, Department Heads and Senior Directors are in accordance to executive performance management and guidelines, and linked to various KPI assessments, such as corporate performance, subordinate unit performance, and personal performance, with the fulfillment of sustainability development in ESG as an additional reference point for changing compensation.
- C. The Company has established senior performance management and related incentive issuance methods, incorporating ESG sustainable development into the performance management framework. This is extended down to the supervised senior executives for implementation. The ESG performance of senior executives is directly linked to individual bonuses and total employee compensation based on the correlation factor coefficients set for the current year, with these coefficients increasing annually to strengthen the linkage between ESG performance and variable compensation.

(5) Compensation and Risks:

The Company's key strategies are formulated in consideration of various risk assessments. These strategic initiatives shall drive profitability, which are linked to the compensation of the Company's executives. As a result, the compensation of Directors, the Chairman of the Board, the Chief Executive Officer, the Executive Vice President, Department Heads and Senior Directors are directly related to risk control and management.

3. Corporate Governance

3.1 The Operations of the Board of Directors

(1) Information Regarding the Operation of the Board of Directors

The Board of Directors convened 8 meetings (A) in fiscal year 2024, of which the attendance is as follows:

Title	Name (Note 1)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Director	Chih-Cheng Chien	3	0	100%	Succeeded on September 30, 2024, attended three meetings thereafter.
Director	Shui-Yi Kuo	5	0	100%	Dismissed on September 30, 2024. Required to attend five meetings and attended all five meetings.
Director	Rong-Shy Lin	3	0	100%	Succeeded on September 30, 2024, attended three meetings thereafter.
Director	Chau-Young Lin	5	0	100%	Dismissed on September 30, 2024. Required to attend five meetings and attended all five meetings.
Director	Sheng-Yuan Wu	3	0	100%	Succeeded on September 24, 2024, attended three meetings thereafter.
Director	Hsiang-Ling Hu	4	0	100%	Dismissed on May 20, 2024. Required to attend four meetings and attended all four meetings.
Director	Ching-Hwi Lee	8	0	100%	
Director	Shin-Yi Chang	8	0	100%	
Director	Sin-Horng Chen	8	0	100%	
Director	Lee-Feng Chien	3	0	100%	Succeeded on September 24, 2024, attended three meetings thereafter.
Director	Hsiu-Chuan Tsai	5	0	100%	Resigned on September 1, 2024. Required to attend five meetings and attended all five meetings.
Director	Shih-Hung Tseng	8	0	100%	
Independent Director	Su-ming Lin	8	0	100%	
Independent Director	Chia-Chung Chen	8	0	100%	

Title	Name (Note 1)	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Independent Director	Yu-Fen Lin	8	0	100%	
Independent Director	Chung-Chin Lu	7	1	87.5%	One absence on January 26, 2024.
Independent Director	Yi-Chin Tu	8	0	100%	

Other Matters of Importance:

1. If any of the following circumstances occur, it is necessary to specify the dates of the board meetings, sessions, contents of motion, all independent directors' opinions, and the Company's responses:

- (1) Matters referred to in Article 14-3 of the Securities and Exchange Act : None.
- (2) In addition to item (1), other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: None.

2. Any directors' recusal of a stated proposal must specify the name of the director, the content of the proposal, the reason for the recusal of interest, and the voting status:

- (1) At the 9th meeting of the 10th Board of Directors on January 26, 2024, director Shui-Yi Ku voluntarily recused himself from the meeting due to his involvement in the following case, abstaining from participating in the discussion and resolution:
The Company to donate NT\$58.7 million to its related party of the Chunghwa Telecom Foundation.
- (2) At the 9th meeting of the 10th Board of Directors on January 26, 2024, directors Shui-Yi Ku, Chau-Young Lin, Hsiang-Ling Hu, Ching-Hwi Lee, Shin-Yi Chang, Sin-Horng Chen, Hsiu-Chuan Tsai and Shih-Hung Tseng voluntarily recused themselves from the meeting or went offline due to their involvement in the following case, abstaining from participating in the discussion and resolution:
The Company to donate NT\$19 million to its related party of the Tourism Administration, Ministry of Transportation and Communications, for the 2024 Taiwan Lantern Festival.
- (3) At the 9th meeting of the 10th Board of Directors on January 26, 2024, independent director Su-ming Lin and director Chau-Young Lin voluntarily recused themselves from the meeting due to their involvement in the following case, abstaining from participating in the discussion and resolution:
The release of non-competition restrictions on the Company's directors.
- (4) At the 12th meeting of the 10th Board of Directors on August 9, 2024, independent director Yu-Fen Lin and director Shui-Yi Kuo voluntarily recused themselves from the meeting due to their involvement in the following case, abstaining from participating in the discussion and resolution:
The release of non-competition restrictions on the Company's directors.
- (5) At the 7th interim meeting of the 10th Board of Directors on September 30, 2024, director Chih-Cheng Chien voluntarily recused himself due to conflicts of interest related to the following case, abstaining from participating in the discussion and resolution:
 - A. The appointment of the Company's CEO.
 - B. The Company's monthly fixed remuneration for its newly appointed Chairman.
 - C. Changes in the members of the Sustainable Development and Strategy of the 10th Board of Directors of the Company.
- (6) At the 7th interim meeting of the 10th Board of Directors on September 30, 2024, director Rong-Shy Lin voluntarily recused himself due to conflicts of interest related to the following case, abstaining from participating in the discussion and resolution:
 - A. The appointment of the Company's President.
 - B. The Company's monthly fixed remuneration for its newly appointed President.
 - C. Changes in the members of the Sustainable Development and Strategy Committee of the 10th Board of Directors of the Company.
 - D. Changes in the members of the Risk Management Committee of the 10th Board of Directors of the Company.
- (7) At the 13th meeting of the 10th Board of Directors on November 8, 2024, independent director Yu-Fen Lin and director Lee-Feng Chien voluntarily recused themselves from the meeting due to their involvement in the following case, abstaining from participating in the discussion and resolution:
The release of non-competition restrictions on the Company's directors.
- (8) At the 8th interim meeting of the 10th Board of Directors on December 23, 2024, directors Chih-Cheng Chien, Rong-Shy Lin and Shih-Hung Tseng voluntarily recused themselves from the meeting or went offline due to their involvement in the following case, abstaining from participating in the discussion and resolution:
To grant the employees with one-time special incentive bonus.
- (9) At the 14 meeting of the 10th Board of Directors on January 22, 2025, directors Rong-Shy Lin voluntarily recused himself from the meeting due to his involvement in the following case, abstaining from participating in the discussion and resolution:
The Company to donate NT\$58.7 million to its related party of the Chunghwa Telecom Foundation.
- (10) At the 14 meeting of the 10th Board of Directors on January 22, 2025, directors Chih-Cheng Chien, Rong-Shy Lin, Ching-Hwi Lee, Shin-Yi Chang, Sin-Horng Chen, Lee-Feng Chien and Shih-Hung Tseng voluntarily recused themselves from the meeting or went offline due to their involvement in the following case, abstaining from participating in the discussion and resolution:
The Company to donate NT\$20 million to its related party of the Tourism Administration, Ministry of Transportation and Communications, for the 2025 Taiwan Lantern Festival.

3. Publicly-listed companies should disclose board self-evaluation (or peer-evaluation) information including cycle, period, scope, method, and content, and should fill in the attached form number two (2), Information Regarding the Implementation of the Evaluation of the Board of Directors.

4. Measures have been taken to strengthen the functioning of the Board of Directors (e.g. establishment of the Audit Committee, increasing transparency) to assist the board in carrying out its various duties; please refer to page 75, "BOARD OF DIRECTORS Composition and Responsibilities" in the table of Corporate Governance Implementation Status and Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies."

Note 1: If the director is a juridical contact, the names of the juridical person and their representatives should be disclosed.

Note 2: (1) If a director resigns before the end of the year, the date of resignation should be indicated in the remarks column. The actual attendance rate (%) is calculated based on the number of board meetings and the actual number of attendance during the tenure.

(2) Before the end of the year, if any director is re-elected, both new and old directors should be listed, and the remarks column should indicate whether the director is old, new or re-elected and the date of re-election. The actual attendance rate (%) is calculated based on the number of board meetings and the actual number of attendance during the tenure.

Note 3: A total of 8 Board meetings was held in 2024 with an average attendance rate of 99.3%.

(2) Information Regarding the Implementation of the Evaluation of the Board of Directors

The evaluation of the Board of Directors had been conducted according to the Company's "Regulations Governing the Performance Evaluation of the Board of Directors," and the execution result is as follows.

Cycle (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of the board	Self-evaluation	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Improvement of the quality of the board of directors' decision making. 3. Composition and structure of the board of directors. 4. Election and continuing education of the directors. 5. Internal control. 6. Participation in sustainable development (ESG).
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of individual directors	Self-evaluation	<ol style="list-style-type: none"> 1. Alignment of the goals and missions of the Company. 2. Awareness of the duties of a director. 3. Participation in the operation of the Company. 4. Management of internal relationship and communication. 5. The directors' professionalism and continuing education. 6. Internal control.
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of the Audit Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the Audit Committee; 3. Improvement of quality of decisions made by the Audit Committee. 4. Makeup of the Audit Committee and the election of its members. 5. Internal control.
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of the Compensation Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the Compensation Committee. 3. Improvement of quality of decisions made by the Compensation Committee. 4. Makeup of the Compensation Committee and the election of its members. 5. Internal Control.
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of the Sustainable Development and Strategy Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the Sustainable Development and Strategy Committee. 3. Improvement of quality of decisions made by the Sustainable Development and Strategy Committee. 4. Makeup of the Sustainable Development and Strategy Committee and the election of its members. 5. Internal Control.

Cycle (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	January 1, 2024 to December 31, 2024	Performance evaluation of the Risk Management Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Participation in the operation of the Company. 2. Awareness of the duties of the Risk Management Committee. 3. Improvement of quality of decisions made by the Risk Management Committee. 4. Makeup of the Risk Management Committee and the election of its members. 5. Internal Control.
Once every three year	October 1, 2023 to September 30, 2024	Performance evaluation of the board	Commissioning Taiwan Corporate Governance Association to conduct an overall board performance evaluation	<ol style="list-style-type: none"> 1. Board Composition and Division of Labor. 2. Board Guidance and Oversight. 3. Board Authorization and Risk Management. 4. Board Communication and Collaboration. 5. Board Self-Regulation and Improvement.

Note 1: Refers to the execution frequency for the evaluation of the board of directors, individual directors, and functional committees, for example: once a year.

Note 2: Refers to the coverage period for the evaluation of the board of directors, individual directors, and functional committees, for example: evaluating the performance for the period from January 1, 2024, to December 31, 2024.

Note 3: Evaluation scope includes the board of directors, individual directors, and functional committees.

Note 4: Evaluation method includes internal board self-evaluation, evaluation of individual directors, evaluation by external professional organizations, experts, and other appropriate methods.

Note 5: The evaluation content includes, at minimum, the following items:

- (1) Board of Directors performance evaluation: includes participation in the operation of the company, improvement of the quality of the board of directors' decision making, composition and structure of the board of directors, election and continuing education of the directors, internal control, and participation in sustainable development (ESG).
- (2) Individual director performance evaluation: includes alignment of the goals and missions of the company, awareness of the duties of a director, participation in the operation of the company, management of internal relationship and communication, the director's professionalism and continuing education and internal control.
- (3) Functional committee performance evaluation: participation in the operation of the Company, awareness of the duties of the functional committee, improvement of quality of decisions made by the functional committee, and makeup of the functional committee, the election of its members, and internal control.

3.2 Audit Committee Operation

The Audit Committee convened 6 meetings (A) in fiscal year 2024, of which attendance was as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Independent Director	Su-ming Lin	6	0	100%	Audit Committee Chairman
Independent Director	Yu-Fen Lin	6	0	100%	
Independent Director	Chung-Chin Lu	6	0	100%	
Independent Director	Yi-Chin Tu	6	0	100%	
Independent Director	Chia-Chung Chen	6	0	100%	

Other matters of importance:

1. The Audit Committee is composed of 5 independent directors, who support the Board of Directors in upholding the quality and integrity of the Company through the implementation of relevant accounting, auditing, financial reporting procedures and financial controls. The professional qualifications and experience of members of the Audit Committee; please refer to page 20 Chapter 2, "Disclosure of Directors Professional Qualifications and Independence".

● **The Audit Committee held 6 meetings in 2024, in which the primary considerations include:**

- (1) Adoption or amendment of internal control systems in accordance to Article 14-1 of the Securities and Exchange Act, including relevant policies and procedures.
- (2) Assessment of the effectiveness of the internal control system.
- (3) Adoption or amendment of procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees of others, pursuant to Article 36-1 of the Securities and Exchange Act.
- (4) Conflicts of interest on behalf of the directors.
- (5) Material asset or derivatives transactions.
- (6) Material monetary loans, endorsements, or provisions of guarantee.
- (7) The offering, issuance, or private placement of any equity-type securities.
- (8) The hiring or dismissal of a CPA, or the compensation given thereto, and the independence and performance evaluation.
- (9) The appointment or discharge of a financial, accounting, or internal auditing supervisor.
- (10) Annual financial reports, including accounting policies and procedures.
- (11) The matters regulated by the Business Mergers and Acquisitions Act.
- (12) The first to the third quarter financial reports.
- (13) Communications and discussions with CPAs.
- (14) Resolutions of potential differences of opinions between Company management and CPAs.
- (15) Discussing and reporting other financial information and required disclosures under the U.S. Securities Exchange Act between Company management and CPAs.
- (16) Approving the CPA firm's annual audit and non-audit services.
- (17) Any other material matter so required by the Company or relevant authorities.

● **Review financial reports**

The Board of Directors prepared the 2023 annual operational report, financial statements, and earnings distribution proposals, among which the financial statements have been verified by Deloitte & Touche, and a verification report has been issued. The above-mentioned operational report, financial statement and earnings distribution proposal have been reviewed by the Audit Committee, which found no discrepancies.

● **Assess the effectiveness of the internal control system**

The Audit Committee evaluated the effectiveness of the Company's internal control system policies and procedures (including financial, operational, risk management, information security, outsourcing, legal compliance and other control measures), and reviewed the Company's audit department, certified public accountants, and management's regular reports, including risk management and compliance. In regard to the internal control system-integrated structure of internal controls issued by The Committee of Sponsoring Organizations of the Treadway Commission (COSO), the Audit Committee deems the Company's risk management and internal control systems to be effective, having adopted necessary control mechanisms to monitor and correct violations.

● **Appointment of Certified Public Accountants**

The Audit Committee has the responsibility of supervising the independence of the certified public accounting firm to ensure the fairness of the financial statements. With the exception of tax-related services or specially approved items, certified public accounting firms cannot provide other services to the Company. The Audit Committee must approve all services provided by the certified public accountants. To ensure the independence of the certified public accounting firm, the Audit Committee develops an independent evaluation form that refers to Article 47 of the Accountants Act and the Bulletin of the Professional Ethics of Accountants No. 10, "Integrity, impartiality, objectivity, and independence." The form assesses the independence of accountants, professionalism and competence, related parties, and mutual business or financial interests, in addition to other projects. On December 20, 2023, the 9th meeting of the 10th Audit Committee, and on December 22, 2023, the 5th temporary meeting of the 10th Board meeting, approved PricewaterhouseCoopers Taiwan as our certified public accountant firm. On February 21, 2024, the 10th meeting of the 10th Audit Committee, reviewed and approved PricewaterhouseCoopers Taiwan Certified Public Accountants Shih-Chun Huang and Chien-Yeh Hsu, both of whom met the independence and competence assessment standards.

2. Operational status of Audit Committee

Date of Audit Committee Meetings	Contents of the Motion	Matters Cited in Article 14-5 of the Securities and Exchange Act	Dissenting Opinions, Reservations or Major Recommendations of Independent Directors	Other Matters that were not Approved by the Audit Committee but were Approved by more than Two-Thirds of All Directors
February 21, 2024 (10-10)	1. The Company's 2023 Internal Control Statement in compliance with the domestic regulations and the Sarbanes-Oxley Act.	V	-	-
	2. The Company's 2023 operational report and financial statements.	V	-	-
	3. Amendment to the Organizational Regulations of Board of Directors Audit Committee.	V	-	-

Date of Audit Committee Meetings	Contents of the Motion	Matters Cited in Article 14-5 of the Securities and Exchange Act	Dissenting Opinions, Reservations or Major Recommendations of Independent Directors	Other Matters that were not Approved by the Audit Committee but were Approved by more than Two-Thirds of All Directors
February 21, 2024 (10-10)	4. No.11208 Investment.	V	-	-
	5. No.11301 Investment.	V	-	-
	Audit Committee resolution results:Approved by all independent directors in attendance.			
	The Company's response to the audit committee's recommendations: Approved by all board directors in attendance from the 10th meeting of 10th Board (Feb 23, 2024).			
May 8, 2024 (10-12)	1. The Company's financial statements for the 1st quarter of 2024.	V	-	-
	Audit Committee resolution results:Approved by all independent directors in attendance.			
	The Company's response to the audit committee's recommendations: Approved by all board directors in attendance from the 11th meeting of 10th Board (May 10, 2024).			
August 7, 2024 (10-13)	1. The Company's financial statements for the 2nd quarter of 2024.	V	-	-
	2. The issuance of domestic unsecured corporate bonds.	V	-	-
	3. Release of non-competition restrictions on the Company's independent directors.	V	-	-
	4. The Personnel Appointment of the Company's Chief Financial Officer.	V	-	-
	Audit Committee resolution results:Approved by all independent directors in attendance.			
	The Company's response to the audit committee's recommendations: Approved by all board directors in attendance from the 12th meeting of 10th Board (August 9, 2024)			
November 5, 2024 (10-14)	1. The Company's financial statements for the 3rd quarter of 2024.	V	-	-
	2. Amendment to the Company's Internal Control System.	V	-	-
	3. Amendment to the Company's Internal Audit Implementation Rules.	V	-	-
	4. Release of non-competition restrictions on the Company's directors.	V	-	-
	Audit Committee resolution results:Approved by all independent directors in attendance.			
The Company's response to the audit committee's recommendations: Approved by all board directors in attendance from the 13th meeting of 10th Board (November 8, 2024).				
December 20, 2024 (10-15)	1. CPA duties and compensation for 2025.	V	-	-
	Audit Committee resolution results:Approved by all independent directors in attendance.			
	The Company's response to the audit committee's recommendations: Approved by all board directors in attendance from the 14th meeting of 10th Board (January 22, 2025).			

3. Any independent directors' avoidance of motions due to conflict of interest:

On August 7, 2024, during the 10-13 meeting of the Audit Committee, the proposal to release of non-competition restrictions on the Company's former director Shui-Yi Kuo and independent director Yu-Fen Lin was discussed. As independent director Yu-Fen Lin was considered a related party in this case, in accordance with regulations, she voluntarily abstained from participating in the discussions and voting.

On November 5, 2024, during the 10-14 meeting of the Audit Committee, the proposal to release of non-competition restrictions on the Company's independent director Yu-Fen Lin and director Lee-Feng Chien was reviewed. As independent director Yu-Fen Lin was considered a related party in this case, she voluntarily abstained from participating in the discussions and voting as required.

4. Communication methods among independent directors, accountants and CAE:

To improve the Company's corporate governance and strengthen the Board's professional knowledge, the Company established the Audit Committee as part of the 7th Board, which consisted entirely of independent directors. In addition to supervising the Company's response plans for internal and external changes, the design of its internal control system and periodic inspection and audit reports, the Audit Committee also must ensure that the design and implementation of the internal control system are consistent and effective to establish communication channels and mechanisms with the internal audit supervisor and accountants, while advancing opinion exchanges. A summary of communication methods and recent communication subjects are as follows:

● Communication Policy among independent directors, accountants and the CAE:

- (1) A meeting between the accountants and the Chief Audit Executive should be held at least once a year to review and discuss the completed results, any deficiencies, and opinions resulting from internal CAE and external auditor findings. Meeting results and transcripts should be recorded and submitted to the Board for review.
- (2) Regular reports from CAE to the Audit Committee.
 - i. Regular meetings should be held at least once a quarter with extraordinary meetings held as needed. During the meeting, the internal CAE should report to the independent directors on the Company's implementation of internal audit processes and performance of internal control. When items related to financial reports need to be discussed, accountants should attend the meeting to explain the financial reports and address questions raised by committee members.
 - ii. Annual internal audit plan.
 - iii. Annual professional training plan for internal auditors.
- (3) The Company's accountants shall hold Audit Committee meetings for no less than 4 times per annum and report the quarterly review and annual financial results to the Board.
- (4) Others: Extraordinary meetings shall be held in the event of abnormal events, or events that the independent directors, CAE, and Company's accountants deem it necessary to communicate.

● Summary of Communications between Independent Directors and the CAE:

Date	Attendees	Information Communicated	Communication Results
<p style="text-align: center;">February 21, 2024 Audit Committee (10-10)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations of November of 2023.</p>	<p>Independent Director Recommendations Report the case to the next committee.</p> <p>Handling Response The case was reported at the 11th meeting of the 10th Audit Committee.</p>
<p style="text-align: center;">March 29, 2024 Audit Committee (10-11)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations from November to December of 2023.</p>	<p>Independent Director Recommendations Track the improvement of management department and Audit highlights.</p> <p>Handling Response Audit highlights were reported at the 11th meeting of 10th Board.</p>

Date	Attendees	Information Communicated	Communication Results
<p>May 8, 2024 Audit Committee (10-12)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations from January to February of 2024.</p>	<p>Independent Director Recommendations Track the improvement of management department and Audit highlights.</p> <p>Handling Response Audit highlights were reported at the 11th meeting of the 10th Board.</p>
<p>August 7, 2024 Audit Committee (10-13)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations from March to April of 2024.</p>	<p>Independent Director Recommendations Track the improvement of management department and Audit highlights.</p> <p>Handling Response Audit highlights were reported at the 12th meeting of the 10th Board.</p>
<p>November 5, 2024 Audit Committee (10-14)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations from May to July of 2024.</p>	<p>Independent Director Recommendations Report the case to the next committee.</p> <p>Handling Response The case was reported at the 15th meeting of the 10th Audit Committee.</p>
<p>December 20, 2024 Audit Committee (10-15)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>CAE Chiu-Ming Lien</p>	<p>CAE reported on the Company's implementation of internal audit processes and internal control operations from May to September of 2024.</p>	<p>Independent Director Recommendations Track the improvement of management department and Audit highlights.</p> <p>Handling Response Keep following the tracking items.</p>

● Summary of Communications Between Independent Directors and Accountants:

Date	Attendees	Information Communicated	Communication Results
<p>February 21, 2024 Audit Committee (10-10)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Yih-Shin Kao Mei-Yen Chiang</p>	<p>1. Reviewed the Company's draft domestic and SOX internal control system statement for 2023.</p> <p>2. Reviewed the Company's draft operation and financial report for 2023.</p>	<p>Independent Directors Recommendations</p> <p>1. The 2023 internal control system statement approved by all directors in attendance.</p> <p>2. Draft 2023 financial report approved by all directors in attendance.</p> <p>Handling Response</p> <p>1. The 2023 internal control system statement and the draft financial report were reported and approved at the 10th meeting of the 10th Board.</p> <p>2. The 2023 operation report had revised and submitted by the chairman and approved at the 10th meeting of the 10th Board.</p>
<p>February 21, 2024</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Yih-Shin Kao Mei-Yen Chiang</p>	<p>Private (closed-door) communication meeting among accountants and independent directors. (The certified public accountant for the year 2023 - Deloitte.)</p>	
<p>February 21, 2024</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Shih-Chun Huang Chien-Yeh Hsu</p>	<p>Private (closed-door) communication meeting among accountants and independent directors. (The certified public accountant for the year 2024 - PricewaterhouseCoopers Taiwan.)</p>	
<p>March 29, 2024 Audit Committee (10-11)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Yih-Shin Kao Mei-Yen Chiang</p>	<p>Reviewed full 2023 IFRS financial draft report to be included in Form 20-F.</p>	<p>Independent Directors Recommendations Approved the Full IFRSs Report and report it to the U.S. SEC on Form-20F in accordance with regulations.</p> <p>Handling Response Full IFRs Financial Report has been included in the Company's Form 20-F, filed to the U.S. Securities and Exchange Commission (the "SEC") on April 17, 2024.</p>

Date	Attendees	Information Communicated	Communication Results
<p>May 8, 2024 Audit Committee (10-12)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Shih-Chun Huang Chien-Yeh Hsu</p>	<p>Reviewed first quarter 2024 financial reports.</p>	<p>Independent Directors Recommendations Approved with no comments.</p> <p>Handling Response Approved at the 11th meeting of the 10th Board.</p>
<p>August 7, 2024 Audit Committee (10-13)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Shih-Chun Huang Chien-Yeh Hsu</p>	<p>Reviewed second quarter 2024 financial reports.</p>	<p>Independent Directors Recommendations Approved with no comments.</p> <p>Handling Response Approved at the 12th meeting of the 10th Board.</p>
<p>November 5, 2024 Audit Committee (10-14)</p>	<p>Independent Directors Su-ming Lin Yu-Fen Lin Chung-Chin Lu Yi-Chin Tu Chia-Chung Chen</p> <p>Accountants Shih-Chun Huang Chien-Yeh Hsu</p>	<p>Reviewed third quarter 2024 financial reports.</p>	<p>Independent Directors Recommendations Approved with no comments.</p> <p>Handling Response Approved at the 13th meeting of the 10th Board.</p>

3.3 Corporate Governance Implementation Status and Deviations from the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
1. Does the Company establish and disclose the proper corporate governance framework based on the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?"	V		The Company's Board of Directors adopted the "Code of Corporate Governance for Chunghwa Telecom Co., Ltd," which refers to the "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" established by Taiwan Stock Exchange Corporation and the Taipei Exchange. The Company's principles are available for shareholder review on the Company's official website under "Corporate Governance."	None
2. Shareholding structure & shareholders' rights (1) Has the Company established an internal operating procedure to address shareholders' suggestions, doubts, disputes, and litigation, with proper implementation based on this procedure?	V		The Company has designated a shareholder service team to handle shareholder suggestions and disputes. Shareholder suggestions, inquiries, disputes and litigation are handled based on relevant standard operating procedures.	None
(2) Is the Company fully aware of its major shareholders and the ultimate owners of those shares?	V		In compliance with the Securities and Exchange Act, Article 25, the Company reports changes in insiders' (directors, managers and shareholders of more than 10% of shares outstanding) shareholding on a monthly basis, which is published on the designated public information website. Since the first quarter of 2020, each of the Company's quarterly reports have disclosed the names of shareholders who hold more than 5% equity, the total amount and proportion of the shares they hold, and other relevant information.	None
(3) Does the Company adopt and execute the proper risk management and firewall system within its affiliates?	V		<ol style="list-style-type: none"> The Company's internal control system consists of corporate-level risk management and operational-level execution control. In addition, "Chunghwa Telecom Rules and Procedures on Monitoring and Managing Subsidiaries", approved by the CEO, are also in place as risk control mechanisms. "Rules Governing Financial and Business Matters between Chunghwa Telecom Co., Ltd and its Related Parties" were amended and approved by the Board of Directors. It is applicable to related party transactions on procurement and sales, asset disposal, guarantees, loans, etc. "Chunghwa Telecom Rules and Procedures on Investments" were amended and approved by the Board of Directors. It is applicable to investment strategy, due diligence, valuation, agreement signing, settlement, application, integration, post-investment management, performance review, exit mechanism and penalty, etc. 	None
(4) Does the Company establish internal rules against insider trading?	V		The Company has established the "Control Guidelines for the Prevention of Insider Trading for Chunghwa Telecom Co., Ltd.," prohibiting insiders from trading securities based on material nonpublic information.	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
<p>3.Board of Directors Composition and Responsibilities</p> <p>(1) Does the Broad of Directors develop and implement a policy to promote diversity in the composition of its members?</p>	V		<p>1. Diversity Policy: In order to strengthen corporate governance and promote the sound development of the composition and structure of the board of directors, the Company approved the resolution on enacting the "Code of Corporate Governance of Chunghwa Telecom Ltd. Co.." Article 20 of the Code states: The composition of the board members shall be considered in a diversified manner and the appropriate policy on diversity should be based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy includes, without being limited to, the following criteria in two aspects: (1) Basic requirements and values: Gender, age, nationality, culture and ethnicity. (2) Professional knowledge and skills: Such as legal, accounting, industry, finance, marketing or technology.</p> <p>2. Concrete Objectives: The Board shall direct company strategies, supervise management and be responsible to the Company and its shareholders. The operations and arrangements of its corporate governance system shall ensure that the Board of directors complies with the provisions of laws, regulations, its Articles of Incorporation and the resolutions of its shareholder meetings in exercising its authority. According to the Company's Articles of Incorporation, one-fifth of the Board members shall be expert representatives. All the directors of the Company possess the professional knowledge, skills, and expertise required to perform their duties, as well as industry decision-making and management abilities. The Company continuously arranges a variety of courses for the directors to enhance their decision-making quality and supervision skills, thus strengthening the functions of the Board of Directors. The Company has set its concrete objectives as follows: Ensure that at least one director possesses a professional background and skills in each of the following areas: telecommunications industry, business management, information and communication technology, fintech, audit and risk management, marketing/commerce, and accounting/finance.</p> <p>3. Implementation of the Board Diversity Policy The Company's 10th Board of Directors consists of 13 directors, including 5 independent directors and 8 legal representative directors. During the election, three female directors were elected; however, one resigned during the term and Mr. Lee-Feng Chien was appointed as director, resulting in two female directors currently serving on the board. All 13 directors are R.O.C. nationals. The Company's Board possesses overall competence which includes operating judgment, accounting & finance, operating management, crisis management, industry knowledge, global market knowledge, leadership and decision-making ability. The Board members also possess industry experiences and expertise as follows: 10 equipped with business management skills; 11 with knowledge of sustainable development (ESG); 7 with ICT experiences, 3 with expertise in Fintech, 8 with audit and risk management skills; 5 are commerce and marketing specialists, 1 has experience in audiovisual and music-related creative content industry; 3 have experience in human resource management and development. Furthermore, 2 are legal professionals and 2 are accounting and finance experts. The policy that the composition of the Board of Directors should consider diversity as stipulated in the Company's Code of Corporate Governance has been implemented.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Explanation	
(2) Does the Company voluntarily establish other functional committees in addition to the Compensation Committee and the Audit Committee?	V		<p>In addition to the Compensation Committee and Audit Committee the Company has established in accordance with the laws, the Company's Board has also set up a Corporate Strategy Committee at the 10th meeting of the 3rd Board on Oct. 21, 2003. On Aug. 9, 2023, the former "Corporate Strategy Committee" was renamed the "Sustainable Development & Strategy Committee" at the 7th meeting of the 10th Board. Meanwhile, the Company established the "Risk Management Committee" to strengthen the effectiveness of the Board of Directors.</p> <p>1. The Sustainable Development & Strategy Committee This committee aims to enhance the effectiveness of the Board of Directors and is responsible for holding meetings to discuss key matters for developing the Company's business while submitting the conclusions of the meetings to the Board of Directors for approval when necessary. Key matters include: establishment of sustainable development policies and management guidelines, mid to long-term goals and strategies, major investments and mergers and acquisitions, a major reorganization of the Company, application or return of business license, annual business operating plans and budget compilation and revision, capital increase or decrease and so on.</p> <p>The Sustainable Development & Strategy Committee currently consists of 9 directors (including 5 independent directors), namely, Chih-Cheng Chien (appointed as a new director on Sep. 30, 2024, succeeding Shui-Yi Kuo as a the Chairman at Oct. 25, 2024)/Shui-Yi Kuo was dismissed on Sep. 30, 2024, Shin-Yi Chang, Shih-Hung Tseng, Rong-Shy Lin(succeeding Chau-Young Lin at Sep. 30, 2024), Su-ming Lin, Chia-Chung Chen, Chung-Chin Lu, Yi-Chin Tu, and Yu-Fen Lin. The Chairman of the Committee, Mr. Chih-Cheng Chien is well versed in the telecom industry and an expert in Engineering Technology. For the other directors' individual expertise, please refer to the "Disclosure of Directors Professional Qualifications and Independence" on page 20, each of the directors is capable to provide guidance for the Company's future development strategy.</p> <p>The Committee held 6 meetings in 2024 (4 formal meetings and 2 ad hoc meetings). In-depth discussions in the meeting focus on ESG issues such as renewable energy and environmental sustainability, the Company's critical development strategies, reinvestment planning, and other topics. Relevant operations are conducted in accordance with the Company's "Organizational Regulations of Board of Directors Sustainable Development & Strategy Committee."</p> <p>2. The Risk Management Committee The committee aims to enhance the functions of the Board of Directors and risk management mechanisms. The responsibilities of the Committee are as follows: (1) Reviewing risk management policies, procedures, framework, and periodically reviewing their applicability and operating performance. (2) Approving risk appetite (risk tolerance) and guiding the resource allocation.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>(3) Ensuring that the risk management mechanism adequately address the risks faced by the Company and integrate into routine operational procedures.</p> <p>(4) Approving the prioritization and risk levels for risk control and management.</p> <p>(5) Reviewing the implementation of risk management and proposing necessary recommendations for improvements, and reporting to the board of directors regularly (at least once a year).</p> <p>(6) Executing the risk management decisions made by the board of directors.</p> <p>The current Risk Management Committee consists of seven members, with a majority being independent directors from the company, (including five independent directors), namely, Chia-Chung Chen (the Chairman), Yu-Fen Lin, Chung-Chin Lu, Yi-Chin Tu, Su-ming Lin, Shin-Yi Chang and Rong-Shy Lin (appointed on Sep. 30, 2024)/Chau-Young Lin (dismissed on Sep. 30, 2024). The Chairman, Chia-Chung Chen, possesses expertise and experience in risk management. For the other directors' individual expertise, please refer to the "Disclosure of Directors Professional Qualifications and Independence" on page , each of the directors is capable to provide guidance for the Company's risk management.</p> <p>In 2024, the Risk Management Committee held four meetings. In addition to reporting on the execution of risk management, the meeting topics included special reports discussing major issues. All relevant operations are conducted in accordance with the company's "Organizational Regulations of Board of Directors Risk Management Committee."</p>	
<p>(3) Does the Company establish and implement on an annual basis a set of assessments to measure the performance of the Board of Directors, report the performance evaluation results to the Board of Directors, and use it as a reference for the compensation of the Board of Directors?</p>	V		<p>The Company enacted the "Regulations Governing the Performance Evaluation of the Board of Directors of Chunghwa Telecom Co., Ltd." According to the Regulation, the performance evaluation is conducted annually, with the report submitted to the Board of Directors for review and improvement before the end of March of the following year. The evaluation also serves as a reference for the selection or nomination of directors.</p> <p>In addition, the Company undergoes an external evaluation conducted by an independent professional institution or a panel of external experts and scholars at least once every three years. In 2024, the Company engaged the Taiwan Corporate Governance Association to conduct this external evaluation.</p> <p>The self-evaluation of the Company's 2024 Board Performance has been completed. The evaluation results have been reported at the 14th meeting of the 10th Board of Directors on January 22, 2025, and are disclosed on the Company's website.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(4) Does the Company regularly evaluate the independence of its CPAs?	V		<p>The Audit Committee evaluates the independence of the CPAs on annual basis and submits the results of evaluations to the Board of Director. The results of the latest evaluation have been approved by the 16th meeting of the 10th term Audit Committee on February 24, 2025, and the 15th meeting of the 10th term Board of Directors on February 26, 2025.</p> <p>1. The evaluation mechanisms are as follows:</p> <ul style="list-style-type: none"> (1) In accordance to U.S. Sarbanes-Oxley Act, the CPA firm must be pre-approved by the Audit Committee prior to annual audit and any other project. (2) In accordance to U.S. Sarbanes-Oxley Act, the CPAs shall report the audit/review content and independence to the Audit Committee on quarterly basis. (3) Any change of audit CPAs must strictly in compliance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. (4) Periodically obtain a Confirmation of Independence from the CPAs. (5) Periodically obtain Audit Quality Indicators (AQIs) reports from the CPAs, refer to "Guidance for Audit Committees on Interpreting the Audit Quality Indicators" and related regulations to assess the independence and competence of the CPAs. <p>2. The evaluation results are as follows:</p> <ul style="list-style-type: none"> (1) The independence of the CPA is compliant with the regulations of the U.S. SEC, PCAOB, and other relevant regulations. (2) The Company has not appointed the same CPA for five successive years. 	None
(5) Has the Company adopted a succession plan for key executives?	V		<p>The Company conducts annual succession planning for potential leaders, considering factors such as retirement gaps, succession bench depth (approximately 2-3 times), key development areas, and gender equality considerations. The Company implements the Executive Development Plan (EDP) for mid-to-senior management promotions to the executive level and the Talent Development Plan (TDP) for mid-level promotions to senior management. Using objective selection tools and evaluation mechanisms, suitable candidates are identified. Individual Development Plans (IDPs) are then formulated based on evaluation results, with high-level coaching teams providing support to strengthen strategic thinking and leadership capabilities. These programs serve as a reserve pool for succession planning within the next 3-5 years.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
4. Has the Company allocated suitable and sufficient corporate governance staff and appointed a manager of corporate governance responsible for corporate governance matters (including, but not limited to, furnishing information required for business execution by directors, assisting directors in complying with laws and regulations, handling matters related to board and shareholder meetings in accordance with the laws, producing minutes of board and shareholder meetings, etc.)?	V		<p>1. At the 7th meeting of the 10th Board of Directors on August 9, 2023, the Company has appointed Ms. An-An Hsia, the Assistant Vice President, to serve as the Chief Corporate Governance Officer.</p> <p>2. The Company appointed an appropriate number of corporate governance personnel and appointed a chief corporate governance officer to be in charge of corporate governance affairs, including, but not limited to,</p> <ol style="list-style-type: none"> (1) Handling matters relating to board meetings and shareholders meetings. (2) Producing minutes of board meetings and shareholders meetings Furnishing information required for business execution by directors. (3) Assisting in onboarding and continuous professional enhancement of directors. (4) Furnishing information required for business execution by directors. (5) Assisting directors with legal compliance. (6) Report to the Board of Directors the result of its view on whether the qualification of independent directors comply with relevant laws and regulations at time of the nomination, election and during their tenure. (7) Handle matters related to the change of directors. (8) Assisting the board and its functional committees in their board performance self-evaluation and conducting external board performance evaluations every three years. (9) Other matters set out in the Articles of Incorporation and contracts. (10) Monitoring the latest developments of amendments to the laws and regulations related to corporate governance by the competent authorities. <p>3. In 2024, the Company's Chief Corporate Governance Officer completed 30 hours of continuing professional education (CPE) in 2024, in compliance with the regulatory requirement of at least 12 hours of annual training. The training courses are as follows:</p> <ol style="list-style-type: none"> (1) Corporate Sustainability Performance Evaluation (3 hours). (2) The Opportunities and Challenges of Generative AI (3 hours). (3) Board of Directors Information Security Governance Oversight Strategy (3 hours). (4) Board Performance Evaluation Practices Sharing Seminar (2024) (3 hours). (5) Sustainability and Smart Medicine (3 hours). (6) 2024 Annual Corporate Governance Practical Training Course: Analysis of Shareholder Meeting Dispute Case Studies (3 hours) (7) 2024 ESG Summit: Comprehensive Net Zero Strategies and a Sustainable Future (6 hours). (8) 20th Annual (2024) Corporate Governance International Summit: Thriving for Talent Edge via Focusing on Governance (3 hours). (9) Environmental Sustainability and Biodiversity (3 hours). 	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
5. Has the Company established a communication channel and designated a website section for its stakeholders (including but not limited to shareholders, employees, customers and suppliers) as well as to handle all Corporate Social Responsibility related issues?	V		The Company has established sections for "ESG" and "Stakeholders" on its website. It also maintains a Facebook page, customer service hotline, online platform, e-mail, instant message service and mobile app to serve as multiple and adequate access channels for responding to stakeholders. Stakeholder negotiation results are regularly reported to the Board of Directors and disclosed on the official corporate website.	None
6. Does the Company appoint a professional shareholder service agency to handle shareholder meeting affairs?	V		The Company has engaged the registrar and transfer agency department of Yuanta Securities to handle shareholder meeting affairs.	None
7. Information Disclosure (1) Does the Company have a corporate website to disclose all information regarding finances, the business, and corporate governance?	V		The Company has established an official corporate website to disclose financial, business, corporate governance and related information in a timely manner.	None
(2) Does the Company have other information disclosure channels (e.g. English website, designated personnel to handle information collection and disclosure, spokesperson system, investor conference webcasts, etc.)?	V		The Company has established an English version of the official corporate website and designated personnel responsible for Company information collection and disclosure. The Company implements a spokesperson system with the CFO designated as the spokesperson. Conference related materials, including audio recordings, financial, and operational metrics are disclosed in the "Investors" section of the website. The same information is also available on the MOPS website.	None
(3) Does the Company report its annual financial report within two months after the end of the fiscal year and announce the first, second, and third quarter financial reports and monthly operating updates before the prescribed deadlines?	V		In order to enhance the timeliness of information disclosure, the Company reported its annual financial report within two months after the end of the fiscal year and announced the first, second, and third quarter financial reports and monthly operating updates before the prescribed deadlines.	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices? (1) Employee rights	V		The Company's human resources policies comply with the provisions prescribed under laws, such as the Labor Standards Act, and collective bargaining agreements, in order to protect employee rights.	None
(2) Employee wellness	V		The Company engages professional organizations to handle employee assistance programs, including psychological, legal, health and management consultations. The Company has also opened multiple channels for employees to express their opinions, creating a sense of active engagement and channels for smooth, mutual communication.	None
(3) Investor relations	V		The Company's most important goals are to protect shareholders' rights and to treat all shareholders equally. In addition to disclosing all required information such as financial, operational, changes in internal shareholdings, etc. in a timely manner, the Company voluntarily discloses material information on the investor relations section of its website. All the annual general meetings are recorded in accordance with the company laws and relevant regulations; all records of the meetings are disclosed on the official corporate website.	None
(4) Supplier relations	V		1. The Company purchases equipment from suppliers in accordance with the "Chunghwa Telecom Procurement Management Regulation" and other relevant provisions; the successful bidder fulfills the responsibilities of product delivery and warranties in accordance with the contract. 2. The Company also evaluates suppliers based on price, quality, delivery, service, and ESG performance, establishing a stable and sustainable supply chain.	None
(5) Rights of stakeholder	V		In compliance with the latest domestic regulations and international trends, the Company publicly discloses related contracts and systems to ensure all stakeholder rights. The Company has established a website section for stakeholders, providing a communication channel that allows stakeholders to report and receive responses to unfair treatment or encroachment on rights. https://www.cht.com.tw/en/home/cht/esg/sustainable-governance/stakeholders-engagement/communication-channels	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(6) Directors' training record	V		The Company follows the Taiwan Stock Exchange Corporation's "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies." Please refer to Appendix A "Directors' Continuing Education Records for fiscal year 2024."	None
(7) Implementation of risk management policies and risk assessments	V		<p>1. The Company's risk management policy and risk assessment measurement standards are implemented in accordance with "Chunghwa Telecom Risk Management Rules" approved by the Board of Directors, and the risk management operations across the corporate are promoted in accordance with the "Working Guidelines for the Risk Management of Chunghwa Telecom".</p> <p>2. The Company evaluates the internal and external environment, consistently analyzes and rectifies all high-impacted risks to ensure achieving business operation targets, financial accuracy, etc.; the Company also utilizes risk management system to register, track and manage those relevant risks to strengthen overall governance and risk management.</p>	None
(8) Implementation of customer relations policies	V		The Company upholds the value of customer-centric service, by enhancing customer support, using big data analysis to understand customer behavior and provide products and innovative services that better meet customer needs. For internet communication, the Company strives to deliver constant stability and high-quality connections; as for customer service, the Company prioritizes customer experience, incorporating high-quality service to provide solutions that combine warmth and efficiency. The Company is committed to establishing diverse, convenient, quick, and professional services and communication channels. The service quality of physical stores is inspected using the "On-site Inspection of Service Quality Protocol." In addition, the Company offers a 24-hour customer service hotline through direct dial 123 from Chunghwa Telecom local calls or mobile phones and online store services. The Company actively improves weaknesses identified in customer satisfaction surveys, aiming to provide customers with high-quality and personalized services. To actively improve customer satisfaction, the Company also offers diverse paperless payment choices, such as SMS, e-mail, voice, and others, to adhere to its carbon reduction policy.	None

Evaluation Criteria	Implementation Status			Deviations From "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(9) Insurance for Directors	V		To lower and disperse material damage and risk to the Company and shareholders arising from director mistakes or carelessness while executing business within the scope of their term, the Company has purchased liability insurance according to their respective terms of office. The details of the insurance coverage have also been reported to the directors.	None
9. Implementation of the Management of Intellectual Property	V		<ol style="list-style-type: none"> The Company has formulated relevant intellectual property management regulations to manage the Company's intellectual property rights, such as patents, trademarks, copyrights, and trade secrets. Chunghwa Telecom Laboratories has established a patent management system to improve business performance and reduce intellectual property disputes and litigations. The Company links the intellectual property management plan with the Company's business plan and development strategy, and reports findings to the Board of Directors annually to foster continuous development. The Company obtained the A-level verification in the Taiwan Intellectual Property Management System (TIPS) on October 24, 2024. The certificate is valid until December 31, 2026. To date, Chunghwa Telecom remains the only telecommunications operator in Taiwan that has obtained this certification. 	None
10. Please explain items that have been already improved and priority measures to reinforce matters have not been improved, in accordance to the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange.				
Items already improved	The Company voluntarily disclosed directors' compensation on an individual basis in the annual report. At the annual general meeting, the Company reported the compensation received by directors, including the compensation policy, and details and amounts of individual compensation.			
Items to be improved	None			

3.4 Compensation Committee Composition, Responsibilities and Operations

(1) Compensation Committee Member Profiles

December 31, 2024					
Title	Criteria		Professional Qualification and Work Experiences	Criteria for Independence	Number of Other Public Companies in Which the Individual is Concurrently Serving as Compensation Committee Member
	Name				
Independent Director (10th Chairman)	Yu-Fen Lin		(Note)	(Note)	-
Independent Director	Chia-Chung Chen		(Note)	(Note)	1
Independent Director	Su-ming Lin		(Note)	(Note)	1

Note: Please see page 20, Chapter 2, "Disclosure of Directors Professional Qualifications and Independence".

(2) Compensation Committee Operation

A. The Compensation Committee is currently comprised of 3 members.

B. Current Compensation Committee Member Terms: May 30, 2022, through May 26, 2025; the committee convened 4 meetings (A) in 2024, of which attendance is as follows:

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Remarks
Committee Chairman	Yu-Fen Lin	4	0	100%	Scope of Responsibilities: 1. Regularly formulate and review policies, systems, standards, and structures related to director and management performance assessments and compensation. 2. Regularly enact and review director and management compensation.
Committee Chairman	Chia-Chung Chen	4	0	100%	
Committee Chairman	Su-ming Lin	4	0	100%	
Other Matters of Importance: 1. In circumstances where the Board of Directors declines to adopt, or make modifications based on, recommendations from the Compensation Committee, specify the dates of meetings, sessions, contents of motion, Board of Directors resolutions, the Company's response to the Compensation Committee's opinion (for example, where the compensation passed by Board of Directors exceeds the recommendations of the Compensation Committee, the circumstances and reasons for the difference of opinions shall be specified): None in the current fiscal year. 2. In circumstances where resolutions of the Compensation Committee were objected to by members, or members had a reserved opinion, and were recorded or declared in writing, specify the dates of meetings, sessions, contents of motions, all member opinions, and responses to member opinions: None in the current fiscal year. 3. Compensation Committee discussions and resolutions: In 2024, the Compensation Committee met 4 times.					

Date	Information Communicated	Results Communicated	
<p>January 15, 2024 (10-6 Interim meeting)</p>	<p>Amend Articles 3, 5, and 8 of the Company's Employee Compensation Distribution Guidelines.</p>	<p>Approved by all members in attendance</p>	<p>Reported to the Board for review and approval.</p>
	<p>Establish the Company's Retention-Enhanced Employee Stock Trust Incentive Bonus.</p>		<p>Reported to the Board for review and approval.</p>
<p>February 21, 2024 (10-4)</p>	<p>Review of the executive management team's final performance results for 2023.</p>	<p>Approved by all members in attendance</p>	<p>Used to determine the Company's executive managements' performance and bonuses.</p>
	<p>Allocation of the Company's fiscal year 2023 compensation for board directors.</p>		<p>The allocation of director compensation for 2023, along with the distribution amount of employee compensation, was submitted for discussion to the Audit Committee. The proposed remuneration distribution ratio was subsequently presented to the Board of Directors for review and approval.</p>
<p>May 8, 2024 (10-5)</p>	<p>Review of the Company's fiscal year 2023 compensation distribution for senior executive management.</p>	<p>Approved by all members in attendance</p>	<p>Used to determine the annual allocation of senior executive management compensation.</p>
<p>September 30, 2024 (10-7 Interim meeting)</p>	<p>Determination of monthly compensation for the Company's newly appointed Chairman.</p>	<p>Approved by all members in attendance</p>	<p>Reported to the Board for review and approval.</p>
	<p>Determination of monthly compensation for the Company's newly appointed President.</p>		

3.5 Fulfilment of Sustainable Development and Deviations from the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies"

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
1. Has the Company established a Sustainable Development unit (full- or part-time), with a senior manager authorized by the Board of Directors to handle and report related activities to the Board of Directors?	V		<p>1. In August 2023, the Sustainable Development Committee was integrated with the Strategy Committee into the Sustainable Development and Strategy Committee, which was elevated to be a functional committee under the Board of Directors and composed of five to nine directors. The committee convenes meetings to discuss the sustainable development vision, medium to long-term objectives, and other significant strategic issues, and reports necessary conclusions to the Board of Directors for decision-making.</p> <p>2. At the management level, the Sustainable Development Promotion Committee was established and led by the Chief Sustainability Officer. The committee consists of four working groups: Environmental Group (E), Social Group 1 (S1), Social Group 2 (S2), and Governance Group (G). The committee regularly reports key sustainability issues as well as significant progress and achievements to the Board of Directors, and discloses the results of operation and execution in the annual report and on the Company's website.</p> <p>3. In 2024, the Company reported its important sustainable development performance, progress towards goals, key issues, and future work plans to the Board of Directors in January, May, August, and November. The Board of Directors oversaw and supervised the progress of sustainable development strategies and various projects, and provided necessary guidance.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons																
	Yes	No	Explanation																	
2. Does the company follow principles of materiality in evaluating the risks of environmental, social, and corporate governance, and establish relevant policies or strategies? (Note)	V		<p>1. The Company's Risk Management Committee conducts risk assessments on environmental, social, and corporate governance issues related to the corporate operations based on the principle of materiality. The scope of the risk assessment includes the Company and its affiliated institutions and subsidiaries. The Company has established relevant risk management policies and strategies. For information on these policies, scope, organizational responsibilities, and operations, please refer to Chapter 5, "Risk management structure and operation" on page 170. and the website.</p> <p>2. Based on the principle of materiality, the Company has evaluated the corporate-level risk assessment items and relevant risk management strategies for environmental, social, and corporate governance issues related to the Company's operations in 2024 as follows:</p> <table border="1"> <thead> <tr> <th>Major Issues</th> <th>Risk Assessment Items</th> <th>Explanation of Relevant Risk Management Strategies</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Environmental</td> <td>Abnormal climate and lower-than expected carbon emission reduction</td> <td> <p>1. The Sustainable Development Promotion Committee sets short, medium, and long-term carbon reduction targets. The Environmental Group collaborates across organizations and two core strategies, "Technological Carbon Reduction" and "Renewable Energy," to achieve these goals.</p> <p>2. Enhance network disaster prevention capabilities in response to extreme weather conditions.</p> </td> </tr> <tr> <td>Insufficient development of emerging businesses affects the digital empowerment</td> <td> <p>1. Develop and deploy new products to enhance digital empowerment for our customers by proactively exploring insight of customer needs and utilizing new technologies and disruptive innovations, like AIoT, AI, Big Data, Cloud, enterprise private network, and cybersecurity, etc.</p> <p>2. Accelerate product launches and scale-up business revenue and profits by constructing a sustainable ecosystem.</p> </td> </tr> <tr> <td rowspan="2">Social</td> <td>Not enough emerging technology talents in place</td> <td> <p>1. Promote a happy workplace, enhance employee well-being, and boost the appeal to emerging technology talents.</p> <p>2. Strengthen industry-academia collaboration, embrace diversity in recruitment, and provide internal training to expand the talent pool for emerging technologies.</p> </td> </tr> <tr> <td>Communication and reporting do not align with stakeholder needs</td> <td> <p>1. Regularly review internal and external stakeholders' requirements regarding management decisions.</p> <p>2. Establish effective communication channels for critical decision-making information.</p> <p>3. Review the official website and enhance information disclosure to safeguard the rights and interests of investors.</p> </td> </tr> <tr> <td rowspan="2">Governance</td> <td>Major information security and personal data breach incidents</td> <td> <p>1. Strengthen the overall cybersecurity defense plan to meet regulatory requirements of the Cybersecurity Management Act.</p> <p>2. Enhance plans for prevention, reporting, and response to personal data privacy breaches.</p> </td> </tr> </tbody> </table>	Major Issues	Risk Assessment Items	Explanation of Relevant Risk Management Strategies	Environmental	Abnormal climate and lower-than expected carbon emission reduction	<p>1. The Sustainable Development Promotion Committee sets short, medium, and long-term carbon reduction targets. The Environmental Group collaborates across organizations and two core strategies, "Technological Carbon Reduction" and "Renewable Energy," to achieve these goals.</p> <p>2. Enhance network disaster prevention capabilities in response to extreme weather conditions.</p>	Insufficient development of emerging businesses affects the digital empowerment	<p>1. 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Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
<p>3. Environment</p> <p>(1) Does the Company establish proper environmental management systems in line with its industry characteristics?</p>	V		<p>1. Starting from 2023, the Company has been promoting the implementation of the ISO 14001 Environmental Management System and achieved international certification for environmental management across the entire region by 2024. Through environmental audits and policy formulation, the Company has focused on controlling greenhouse gas emissions, improving energy and resource utilization efficiency, enhancing waste recycling and disposal processes, and increasing the adoption of green product procurement. These initiatives are designed to align with and mitigate the potential environmental risks associated with the telecommunications industry, ensure compliance with environmental regulations, and reinforce Chunghwa Telecom's commitment to sustainability.</p> <p>2. The Company adopted the self-developed Environment ARTificer THEurgy (EARTH 2.0) to effectively collect environmental data including the use of electricity and water, waste and recycling management, and green procurement among others, to secure efficient use of energy in real-time. To achieve ESG environmental sustainability, the Company continued to improve the system and expand functions such as management of Scope 1, 2, and 3 carbon emission projects and renewable energy management.</p> <p>3. In accordance with the Task Force on Climate-related Financial Disclosures (TCFD), the Company discloses climate-related risks and opportunities from the four core elements: "Governance," "Strategy," "Risk Management," and "Metrics and Goals," and formulates the Company's climate change strategy.</p> <p>4. Chunghwa Telecom has established the "Chunghwa Telecom Environmental Sustainability Policy," which outlines comprehensive sustainability principles, strategies, and strategic roadmaps. An annual budget is dedicated to advancing diverse sustainability initiatives by leveraging the Company's core technologies and resources. This policy integrates the environmental, social, and governance (ESG) dimensions to uphold corporate sustainability responsibilities. Through steadfast commitment and proactive action, Chunghwa Telecom engages with internal and external stakeholders to drive progress toward its environmental sustainability goals.</p> <p>5. In 2024, the Company planned and developed the "User Terminal Equipment Service" circular economy guidelines in alignment with the requirements of BS 8001:2017. On December 19, 2024, the Company achieved the highest maturity level, Level 4 (Level Optimizing), under the standard.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(2) Is the Company committed to improving the utilization efficiency of various resources and using recycled materials with a low environmental footprint?	V		<p>1. Starting from 2024, the Company has been promoting the implementation of the ISO 50001 Energy Management System across all operational areas, actively striving to enhance overall energy efficiency. Through the replacement of energy-intensive equipment, the adoption of energy-saving measures in data centers, and the deployment of AI-driven energy optimization solutions, the Company aims to precisely manage energy usage and reduce greenhouse gas emissions.</p> <p>In addition, the Company has introduced some network equipment and peripheral products, such as MOD set-top boxes, that use recycled materials and environmentally friendly packaging. Chunghwa Telecom is also dedicated to advancing a sustainable supply chain program, supporting and increasing the annual budget for green procurement. This initiative aims to create a low-carbon economy with partners, reducing Scope 3 greenhouse gas emissions and decreasing reliance on natural resources.</p> <p>2. Actively improving data center energy efficiency. The Power Usage Effectiveness (PUE VALUE) for our Internet Data Centers (IDCs) in 2024 is projected to be approximately 1.61, a reduction from 1.626 in 2023. This improvement is driven by the following initiatives:</p> <ul style="list-style-type: none"> (1) Establishing hot and cold aisle for optimized airflow management, reducing data center power consumption. (2) Raising the operating temperature setpoints in server rooms where appropriate and installing blanking panels in empty racks to prevent air recirculation. (3) Consolidating and decommissioning inefficient server rooms to reduce overall power consumption. (4) Upgrading energy-efficient or decommissioning outdated equipment and adopting high-efficiency, low-energy consumption and high-temperature-resistant ICT ones. (5) Deploying high-efficiency and energy-saving power equipment to minimize energy consumption. (6) Modernizing HVAC systems with high sensible heat ratio (HSHR) air conditioners and replacing chilled water plants with high-efficiency magnetic bearing chillers to improve energy efficiency and system stability. (7) Leveraging optimization with proprietary AI-powered energy-saving technology (for optimized operational modes) to enhance IDC functionalities and improve overall efficiency, reliability, and availability. This is projected to yield an annual comprehensive power saving of approximately 10-12%. <p>3. Renewable energy adoption in data centers: In 2024, the IDCs consumed approximately 67.65 million kWh of renewable energy through power purchase agreements (PPAs), representing approximately 35% of total energy consumption. We are accelerating progress towards the 2030 RE100 target for our IDC facilities.</p> <p>4. In March 2024, the Company officially joined the EV100 initiative. By 2024, the Company had procured 292 small electric engineering vehicles, 2 business electric vehicles, and 47 electric scooters to support vehicle electrification for 2025-2026, reinforcing the Company's proactive efforts in carbon reduction.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>5. Actively promoting carbon footprint labeling among cable and fiber-optic suppliers by introducing sunset clauses to encourage suppliers in applying for eco-labels and provide products with verified carbon footprints.</p> <p>6. The Company is committed to improve the efficient use of energy. Based on current electricity use of telecom facilities, the Company consolidates or shuts down facilities (UPS or SMR) and implements other strategies to improve power efficiency. In terms of air conditioning equipment, the Company optimized the cooling water tower operation, which combines the water tower fan and the cooling water pump with the frequency converter to achieve energy saving in air-conditioning. Concurrently, the Company has steadily replaced its older, more energy-consuming equipment, such as SMR equipment, air conditioning equipment, etc. The Company uses more than 90% high-efficiency SMR equipment, high sensible heat air-conditioning hosts and maglev frequency conversion chillers to reduce energy consumption and power costs.</p> <p>7. The energy saving results in 2024 are as follows: (1) The energy saving measures for fixed network facilities include converting PSTN to IP, replacing old power equipment and air conditioning equipment, replacing ADSL DSLAM, and replacing EPON/GPON, as well as outdated transmission equipment. These measures resulted in a total reduction of 47.17 million kilowatt-hours of electricity across Company's 17 operational offices. (2) The energy saving measures for mobile network facilities (including mobile base stations) include adopting C-RAN architecture in mobile base stations, gradually replacing old energy-consuming equipment, shutting down 3G-F2 cells, and implementing nighttime power-saving for low-traffic 4G / 5G cells. These measures resulted in a total reduction of 19.95 million kilowatt-hours of electricity.</p> <p>8. The Company has adopted Chunghwa Telecom Energy-Saving Policy for a Sustainable Environment and ESG Sustainable Telecom Facility Operation Energy-Saving Plan. These policies include incentives for energy conservation, carbon reduction, green procurement and environmental sustainability, aiming to "improve resource utilization efficiency while reducing environmental impact."</p> <p>9. The Company is actively investing in renewable energy development. By the end of 2024, the Company had built 130 solar photovoltaic sites in Taiwan, with a total installation capacity of 12MWp, demonstrating the Company's ambition to branch out into the renewable energy industry. In 2024, through self-generation and procurement of renewable energy, the renewable energy consumption achieved 72.604 million kWh. In 2025, the Company aims to continue increasing renewable energy usage to over 77 million kilowatt-hours, striving towards the goal of 100% renewable energy usage by 2040.</p>	

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Explanation	
(3) Does the Company evaluate the impact of climate change on the Company's current and future potential risks and opportunities, and adopt measures to respond to climate-related issues?	V		<p>1. Since 2020, the Company has adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework, conducting comprehensive analysis across its four dimensions: governance, strategy, risk management, and metrics and targets. The Company identifies potential climate risks and opportunities on an annual basis. In 2024, Chunghwa Telecom identified seven climate-related risks, including: "2050 net-zero emissions policy," "mandatory adoption of IFRS standards," "the impact of climate change on global supply chains," "damage to communication equipment and base stations caused by typhoons." Additionally, two climate opportunities were identified: "promoting energy-efficient network facilities and data centers" and "leveraging 5G and IoT technologies to develop smart cities."</p> <p>Additionally, the following measures have been taken in response:</p> <p>(1) 2050 Net-Zero Emissions: Participated in the Science Based Targets initiative (SBTi) and set a goal to achieve net-zero emissions by 2045, five years ahead of the 2050 target.</p> <p>(2) Mandatory Adoption of IFRS Standards: Invested in consultancy services to meet the requirements ahead of the stipulated timeline.</p> <p>(3) Impact of Climate Change on Global Supply Chains: Actively enhancing green procurement and suppliers' climate change knowledge, collecting greenhouse gas emissions information from the supply chain, and communicating about incentive measures. Established the "Chunghwa Telecom Supplier Net-Zero Sustainability Academy" in 2024, providing sustainability/ESG expertise through digital learning to educate suppliers to adopt sustainability/ESG practices, achieving mutual growth and value creation.</p> <p>(4) Damage to Communication Equipment and Base Stations Caused by Typhoons: Proactively assessed potential insurance costs in advance and optimized internal standard operating procedures to expedite recovery and repair processes during damage events, minimizing business disruptions and financial losses.</p> <p>(5) Promoting Energy-Efficient Network Facilities and Data Centers: Set Power Usage Effectiveness (PUE value) targets for IDC data centers—short-term target of 1.61, mid-term target of 1.55, and long-term target of 1.5, aiming to offer sustainable green data center options for the sustainability-driven technology industry.</p> <p>(6) Supporting Climate Research and Monitoring: Leveraged the company's expertise in IoT to develop climate research and monitoring systems, participating in related IoT technology projects led by the government.</p> <p>(7) Leveraging 5G and IoT Technologies to Develop Smart Cities: Applied the company's AIoT technologies to energy-saving and carbon-reduction systems in smart cities, creating additional business opportunities.</p> <p>2. The Company has established the Risk Management Committee to assist the Board of Directors in supervising the management team in identifying, assessing, and responding to various critical corporate risks, including actual and potential risks the company may face under climate change.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons																				
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(4) Does the company collect information on greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulate policies on greenhouse gas reduction, water usage reduction, or other waste management policies?	V		<p>Since 2008, the company has been conducting greenhouse gas (GHG) inventories in accordance with the guidelines of the GHG Protocol and ISO 14064-1: 2018 GHG inventory standards, and has completed third-party external verification procedures. The EARTH system has recorded GHG emissions, water consumption, and total waste weight. The related policies are outlined as follows:</p> <p>1. Greenhouse Gas (GHG)</p> <p>(1) SBTi Goals:</p> <ul style="list-style-type: none"> ● Mid-term: Reduce Scope 1 and 2 emissions by 50% by 2030 compared to 2020 levels; reduce Scope 3 emissions by 25% by 2030 compared to 2021 levels. ● Long-term: Reduce Scope 1 and 2 emissions by 95% by 2040 compared to 2020 levels; reduce Scope 3 emissions by 90% by 2045 compared to 2021 levels. <p>(2) IDC Data Center PUE value:</p> <p>Short-term target: 1.61 Mid-term target: 1.55 Long-term target: 1.50</p> <p>(3) Proportion of Renewable Energy Usage:</p> <ul style="list-style-type: none"> ● Achieve 100% use of renewable energy in IDC data centers by 2030. ● Achieve 100% use of renewable energy at all operational sites by 2040. <p>(4) For the reduction targets for Scope 1 and 2 emissions for the Consolidated Company's and the detailed statistics on emissions over the past two years, please refer to Section 3, Part 3.6 "Climate-Related Information of TWSE/TPEX Listed Company," "9. Greenhouse gas inventory and assurance status, targets, strategies, and specific action plans." (Page 104)</p> <p>2. Water Resources and Waste Management</p> <p>(1) To promote efficient water usage, the Company has established an annual water-saving target of 1% (using 2020 as the base year) and developed a comprehensive water efficiency plan. By 2025, the Company expects that 100% of operational sites will have implemented the ISO 46001 Water Efficiency Management System.</p> <p>(2) Using 2021 as the base year, the Company set a target to reduce domestic waste by 3% annually and entrusts professional and qualified waste disposal providers to manage waste through incineration. For industrial waste, 100% is handled by qualified waste disposal providers registered with the Environmental Protection Administration, which carry out recycling, reuse, or incineration.</p> <p>(3) The Company's levels of water consumption and total weight of waste for the two preceding years are as follows:</p> <p style="text-align: center;">Unit: Waste (Tons), Water Consumption (cubic meters)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Item</th> <th colspan="2">Water Management & Waste Management Outcomes</th> </tr> <tr> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Tap Water Consumption</td> <td style="text-align: center;">634,908</td> <td style="text-align: center;">646,439</td> </tr> <tr> <td>Air-Conditioning Water Consumption</td> <td style="text-align: center;">1,533,227</td> <td style="text-align: center;">1,511,719</td> </tr> <tr> <td>Recycled Water</td> <td style="text-align: center;">4,143</td> <td style="text-align: center;">2,587</td> </tr> <tr> <td>Biological Waste</td> <td style="text-align: center;">1,903</td> <td style="text-align: center;">1,811</td> </tr> <tr> <td>Industrial Waste (Generated Amount)</td> <td style="text-align: center;">5,152</td> <td style="text-align: center;">5,519</td> </tr> </tbody> </table>	Item	Water Management & Waste Management Outcomes		2023	2024	Tap Water Consumption	634,908	646,439	Air-Conditioning Water Consumption	1,533,227	1,511,719	Recycled Water	4,143	2,587	Biological Waste	1,903	1,811	Industrial Waste (Generated Amount)	5,152	5,519	None
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	Yes	No	Explanation	
<p>4. Social Responsibilities (1) Does the Company form appropriate management policies and procedures in accordance with relevant regulations and international human rights conventions?</p>	V		<p>1. The Company publicly supports and voluntarily follows standards including the United Nation's (UN) Universal Declaration of Human Rights (UDHR), the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the Global Compact.</p> <p>2. The Company publicly discloses human rights policies on official website, adopts appropriate internal policies and procedures according to relevant regulations and the International Bill of Human Rights, and conducts an annual review and audit of relevant implementation activities.</p> <p>3. The Company regularly conducts human rights due diligence to ensure that various human rights issues across the operating value chain are assessed and recognized, and that mitigation and remedial measures are implemented to control and minimize various risks.</p> <p>4. Chunghwa Telecom attaches great importance to workplace human rights and gender equality and is committed to building an inclusive and friendly working environment and advocating work force diversity and gender equality. In 2024, the Company's female employees accounted for 30.29% of the total workforce while females in management positions (senior management) accounted for 18.9%. In addition, to implement the spirit of gender equality in work, Chunghwa Telecom has formulated the "Chunghwa Telecom Anti-discrimination and Anti-harassment Guidelines" and the "Disciplinary Measures and Prevention and Complaint Handling against Sexual Harassment in Chunghwa Telecom Co., Ltd.," and has established a "Complaint Handling Unit" to specially handle employee complaints about discrimination and other improper behaviors at work. We launched the Women Balance Power Program in 2023, organizing a series of impactful activities. Key achievements in 2024 included the "Women Leaders Lecture Series", "Parent-Child Day", and "Elderly Care Series Courses", with a combined participation of over 5,000 individuals both online and offline. Chunghwa Telecom is committed to fostering a balance between employees' work, family, and personal lives while enhancing awareness of gender equality. Through a diverse array of courses and activities, Chunghwa Telecom has cultivated a work environment that values diversity, equality, and inclusion.</p> <p>5. The Company has significantly exceeded the requirements of Article 38 of the People with Disabilities Rights Protection Act, employing 2.94 times the legally mandated number of persons with disabilities in 2024. Additionally, the Company respects the cultural customs of its 66 indigenous employees and ensures that their labor and human rights are upheld without any violations. The Company's efforts in workplace diversity and gender equality initiatives are disclosed in the ESG Report.</p> <p>6. The Company complies with the "Labor Union Act" and "Collective agreement Act" and is the only telecom provider in Taiwan with labor union that has signed a collective bargaining agreement with its employees.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(2) Does the company formulate and implement reasonable employee benefits (including compensation, vacation, and other benefits), and appropriately reflect operating performance or results in employee compensation?	V		<p>The Company has established and implemented reasonable employee welfare measures, including remuneration, vacation and other benefits, and appropriately reflects the operating performance in employee remuneration:</p> <ol style="list-style-type: none"> The Board of Directors has a Compensation Committee, which is responsible for formulating and regularly assessing the policies, regulations, standards and structures of performance management and compensation of directors and executives, as well as regularly evaluating and proposing the compensation of directors and executives. Verification and evaluation: The evaluation results are used as the basis for salary promotion, bonuses and remuneration distribution. Bonus distribution: Link bonuses with the Company's operating performance, annual net profit and employee assessment. The Company offers favorable leave policies to employees, including 21 days of annual leave for people who have been with the Company for over 7 years, 5 days of personal leave, 30 days of sick leave with full compensation, and 10 days of pregnancy checkup leave, 10 days of paternity leave, In addition, starting from July 2024, maternity leave be extended to 91 days.(including weekends, official holidays and national holidays). Measures to enhance employee welfare are listed as follows: <ol style="list-style-type: none"> Employee Stock Ownership Trust: Rewards are allocated based on the bonus allocation ratio agreed upon by the company and the employee stock ownership association, with bonuses provided in proportion to employees' monthly salary contributions. Employee Welfare Fund Contributions: Funds are allocated as per regulations to support the Employee Welfare Committee in offering various subsidies, including marriage, childbirth, child education, child education scholarships, employee retirement, death of employee. Other uses include holiday bonuses, recreational activities, birthday celebrations, and group insurance. Childcare Subsidies for Ages 0–6: A subsidy of NT\$12,000 per year is provided for each active employee with dependents aged 0–6 (limited to one spouse per family). Additionally, the Company applies for corporate childcare subsidies from local authorities to benefit employees who use childcare services. Childcare for Employee Children: To support employees' childcare needs, 16 workplace Mutual-help Education and Health Center in Workplace have been established in six major metropolitan areas. Starting from 2022, the Company has been the first in the industry to offer employees with children under the age of three the option to apply for a one-hour reduction in their daily working hours without a salary deduction. In 2024, the Company has extended its policy to allow employees caring for children under 6 years old to apply for a 1-hour reduction in working hours per day. The Company had a cumulative total of 306,217 hours of parenting time within 2024. In 2025, the Company implemented several salary adjustment initiatives: To attract and retain talent, starting January 1, 2025, each employee's salary was increased by NT\$2,400, with an average adjustment rate exceeding 3%. Additionally, meal allowances were raised from NT\$2,400 to NT\$3,000 per person, and an additional transportation allowance of NT\$1,000 was provided per person. Furthermore, a one-time incentive bonus of NT\$20,000 was granted to each employee, demonstrating our commitment to salary increases and sharing the fruits of business success. The Company was honored with multiple prestigious awards in 2024, including the "Taipei City Parenting Friendly Enterprise Award (Benchmark Enterprises)," the Gold Award in the 1111 Job Bank "Happy Enterprise Award (Technology/Energy R&D category)," first place in the "CommonWealth Talent Sustainability Award," third place in the "CommonWealth Corporate Social Responsibility (CSR) Sustainable Citizenship Award," and the "TCSA Gender Equality Leadership Award." These recognitions highlight its commitment to sustainability, talent development, and gender equality. 	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(3) Does the Company provide a safe and healthy working environment, and provide training on safety and health for its employees on a regular basis?	V		<p>The Company strives to provide its employees with a safe and healthy working environment, regularly holding education and training sessions on health and safety for its employees. The curriculum is summarized, as follows:</p> <ol style="list-style-type: none"> 1. To build a safe and healthy working environment, regularly hold education and training sessions on health and safety: <ol style="list-style-type: none"> (1) Formulate the occupational safety and health policy; promote and implement various safety and health management measures based on this policy. (2) Establish specialized teams and personnel to be responsible for occupational health and create a friendly and high-quality working environment. (3) Contract on-site physicians and hire dedicated nurses to provide on-site health services. (4) Handle medical checkups and Employee Assistance Programs ("EAP") to plan and implement various medical checkup packages on an annual basis, providing one-on-one professional consulting services. (5) At the Company's Employee Training Centers in Banqiao, Taichung, and Kaohsiung: hold health and safety education training, raise awareness and practice drills for employees and contractors to strengthen awareness of work safety, improve health and safety skills and adaptability, and protect employees and contractors during everyday work. 2. To continue to promote the efficiency of occupational safety and health management, the Company proactively adheres to international standards for occupational safety and health (ISO 45001) and undergoes global certification. In 2024, all the 27 sites passed the external independent third-party verification audit and underwent annual reviews. Through the systematic Plan-Do-Check-Act management cycle, the Company expects to continue improving the efficiency of its health and safety management system and build a good culture focused on overall safety and health. 3. In 2024, there were 51 occupational accidents (including commuting traffic accidents), accounting for 0.25% of employees, of which 35 were traffic accidents. To achieve the goal of zero occupational accidents, the Company will continue to strengthen training programs to reduce workplace accidents and raise awareness for traffic safety, and to hold traffic accident prevention digital learning courses (e-learning) to strengthen traffic safety knowledge and skills such as defensive driving and road rights. 4. There were two fire incidents in 2024, both of which resulted in no casualties. Regarding these fire incidents, comprehensive inspections for leakage and moisture in electrical appliances were conducted to prevent the occurrence of fires caused by short circuits. 	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(4) Does the Company establish effective career development programs for its employees?	V		<p>1. The company has constructed a "function-oriented" training system, which is divided into two categories: "professional functions and management functions". It conducts various management training and provides employees with relevant mechanisms such as training institutes, further education, self-organized training, external training, etc. Professional skills development for both part-time and fixed-term employees.</p> <p>2. Based on AGLOW (Attraction: Talent aggregation, Growth: Skill enhancement, Leadership: Excellence in leadership, Opportunity: Career development, Winning: Smooth succession), we plan different professional courses for employees at different levels, from new employees to current employees. Supervisors at all levels customize relevant training, and accelerate the training and development of potential employees to reserve their successors.</p> <p>3. The Company has set up an exclusive training institution, the Telecommunication Training Institute. At the end of each year, it handles consultation on the training needs of each organization and completes the annual course planning. At the beginning of the year, the heads of each unit will assign participants to the training institute courses according to the needs of the business. In the second stage, colleagues can sign up for other business-related courses based on their professional needs, taking into account both the Company's goals and their personal learning and growth.</p>	None
(5) With respect to customer health and safety of products and services, customer privacy, marketing, and labeling, does the Company comply with relevant regulations and international standards, and formulate related consumer protection policies and appeal procedures?	V		<p>1. In accordance with the law, the Company has established a set of internal Corporate Marketing Standards and service contracts. The Company implements the "Regulations for Telecommunications Service Quality Items of National Communications Commission Announcement" to accomplish the four major categories of "Service Efficiency," "Customer Service Center," "Customer Complaint Processing" and "Accounting Services" that address a total of 26 service quality indicators to ensure consumer rights.</p> <p>2. The Company has a privacy policy, which is disclosed publicly: https://www.cht.com.tw/home/consumer/privacy</p> <p>3. To protect consumer privacy, the Company:</p> <ol style="list-style-type: none"> (1) Has adopted a management system in accordance with relevant regulations and standards. (2) Has designated a responsible department. (3) Classifies fundamental consumer information as "Highly Confidential." (4) Is implementing the new version of the "Personal Data Collection Notice," https://pdpn.cht.com.tw. (5) Requires that all employees sign a "Business Confidentiality Agreement," with direct supervisors bearing joint liability. (6) Has integrated privacy protection as part of employees' key performance indicators (KPIs) for performance reviews. (7) Has received international information security and individual privacy protection certification (such as ISO27001 and BS10012). <p>4. Products and services are designed to take into account of the impact of consumer overuse, and marketing material contains explanations on scope of use and other helpful reminders.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>5. To manage and ease concerns about Electromagnetic (EM) waves:</p> <p>(1) Base stations comply with regulations and standards.</p> <p>(2) The public can apply for free professional measurement.</p> <p>(3) The National Communications Commission (NCC) and the Taiwan Telecommunication Industry Development Association (TTIDA) are touring the country to advocate for correct understanding.</p> <p>6. Provides diverse customer service and support channels, including physical stores, a dedicated customer service line, and an online platform. The filing of complaints and handling procedures have been standardized and have a target of providing satisfactory responses and resolutions within 3 business days.</p> <ul style="list-style-type: none"> ● Customer hotline: +886-800-080-123 ● Online customer service: https://chat.cht.com.tw/ <p>7. Conducts customer satisfaction surveys to understand customer needs and address their pain points, to improve service quality. Uses big data analysis to refine products, services and functionality.</p>	
(6) Does the Company have a supplier management policy that requires suppliers to comply with and implement relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights?	V		<p>1. The Company established the "Chunghwa Telecom Company, Ltd. Supplier Code of Conduct" that informs suppliers of CSR standards on ethics, labor, environment, and health and safety, in order to achieve the good ethical standards, respect for labor rights, and environmental sustainability on both fronts.</p> <p>2. When purchasing tenders, tenderers must review the "General Terms of Information on the Purchase Tender" and complete the "Basic Data and Review Form for Participating Tenderers" before participating in the tender. The tenderers self-report on corporate integrity, material sourcing, environmental safety, occupational safety, energy conservation and carbon reduction, among other topics, and agree to follow the Company's "Chunghwa Telecom Company, Ltd. Supplier Code of Conduct."</p> <p>3. On December 11, 2019 the Company implemented the "Chunghwa Telecom Supplier Management Operation Plan" to improve supplier management efficiency. The Suppliers are evaluated using various KPIs such as financial capabilities, performance quality, ability to meet deadlines, price advantages, professional abilities, after-sales service, warranty responsibilities, engineering cooperation, work safety performance and cooperation with the Company, as well as ESG responsibilities. Since 2019, to enhance suppliers' ESG capability, the Company has implemented the "Sustainability Supply Chain Grading System." Based on the evaluation results, the Company will assign the evaluated supplier with a grade that is divided to four levels: Gold, Silver, Bronze and Participation. From these grades, the Company encourages suppliers to improve their standards in environmental protection, labor rights, and occupational safety and health to meet standards. Furthermore, the Company is committed to suppliers with carbon-reduced and green products during the procurement bidding process.</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>Implementation:</p> <ol style="list-style-type: none"> (1) Since 2010, the Company has held an annual "Chunghwa Telecom Supplier Partner ESG Exchange" to publicly recognize vendors with outstanding ESG efforts and carbon management and invites experts, scholars and leading company representatives to share their implementation experience to work together with supply chain partners towards a more sustainable future. (2) Since 2011, suppliers with large procurement volumes or high levels of influence have been required to fill out online sustainability/ESG implementation status questionnaire and carry out sustainability assessments. Gradually taking ESG into consideration during supply chain selection, the Company looks forward to working with suppliers to achieve good ethical standards, respect for labor rights, set goals to reach environmental sustainability and more. (3) Since 2014, the Company commissioned the external verification unit of SGS Taiwan to conduct the "supplier evaluation" for key suppliers. It is expected to construct a complete supply chain management mechanism through a two-part strategy through "understanding analysis" and "on-site visits." Since 2021, the Company has rewarded extra points to suppliers who passed the "dual evaluation program" in the past three years, offering sustainable competitive advantages to suppliers. (4) Since 2016, annual supplier education and training sessions have been conducted to emphasize the importance of environmental sustainability through on-site visits. (5) Since 2019, The "Supplier Sustainability Rating" mechanism launched to establish a list of suppliers qualified for sustainability through internal ranking of suppliers' ESG. (6) Since 2020, the Company conducts the "Supplier ESG Education Training" on an annual basis. The Company uses the "Sustainable Supply Chain" initiative to promote a series of improvement actions for sustainability. Ongoing education and training on sustainability will help suppliers deepen their knowledge and recognition of ESG and direct them to meet the proper guidelines. (7) Since 2022, the Company has advocated and committed to carbon reduction together with its suppliers; meanwhile, suppliers have set their own carbon reduction goals and practices. Both parties are working together to achieve the goal of net-zero emissions by 2045. (8) Since 2023, we jointly commit with our suppliers to achieve the Net Positive Impact (NPI) and No Net Deforestation (NND) goals on biodiversity in 2030, attaching great importance to biodiversity and the importance of protecting forests. 	
<p>5. Does the company refer to internationally accepted reporting standards or guidelines for compiling reports on non-financial information, such as ESG reports? Did the previous release reports obtain a confirmation or assurance opinion from a third-party verifier?</p>	v		<p>Each year, the Company creates its ESG report in both Chinese and English by referring to the latest version of the Global Reporting Initiative (GRI) Standards, International Integrated Reporting <IR> Framework, the Sustainability Accounting Standards Board (SASB) for the telecommunications services industry and complying with the relevant regulations of the Stock Exchange.</p> <p>In addition, SGS Taiwan verifies all content and data through a major review and assurance program to ensure its compliance with the GRI Standards, AA 1000 AS (2018) Type 2 High Level Assurance, International Integrated Reporting <IR> Framework, and SASB Standards. The ESG Report has obtained the SGS-Taiwan Review Certification Statement.</p> <p>Please download the ESG report for more details from the official corporate website: https://www.cht.com.tw/en/home/cht/esg/esg-report/sustainability-esg-report</p>	None

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
<p>6. If the Company has established the sustainable development principles based on "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the Principles and their implementation: No discrepancy found.</p>				
<p>7. Other important information to facilitate better understanding of the Company's sustainable development practices.</p> <p>(1) Innovation of digital empowerment: The Company leverages the accumulated years of experience in corporate social responsibility to align with the United Nations Sustainable Development Goals (SDGs) and actively implements the exclusive and leading 5I SDGs initiative, including I Technology, I Helping, I Learning, I Protecting and I Sharing, promoting the innovation of Tech4Good digital empowerment ecosystem, and leveraging its core technology, resources, capabilities and features to "bridge the digital divide" and "create digital opportunities." The Company is committed to achieving digital equality and participation of local corporate volunteers to spread love and passion to remote rural areas. Action items include:</p> <ul style="list-style-type: none"> ● I Technology – Utilizing digital technology to assist disadvantaged groups in remote areas, people with disabilities, children with developmental delays, the elderly, and individuals without access to medical services to promote the development and vitality of the local industry. For example, this year, the Company pioneered the distinctive "Taiwan Senior Heart School Project" which promotes digital equality and employment equality for people with disabilities and digital access for elderly individuals in remote areas. Others like: Chunghwa Telecom's "Good Digital Neighbors(GDN)" program, "Click Taiwan", "Click Taiwan Innovative Design Action", GDN Little Directors program, Smart Academy, Smart little Academy, 5G telemedicine collaboration projects, smart agriculture services, and telecommunication accessibility services in remote areas. ● I Helping – Helping visually-impaired individuals to implement digital equality and enjoy a smart digital life through activities such as the EYE Social Innovative Call Center, the "iPhone Assist Technology Course and Second-hand iPhone Donation" series of activities, the visually-impaired voice assistant, and the optimization of the "Help Me See" app. ● I Learning – Using the Internet as a road to care for and accompany rural communities, to meet their learning needs, and cultivate their ability to adapt to the digital age, through activities such as the "Read with you" Community Network Tutoring program, the Colab project with the Cheng-Zhi Foundation, and the Digital Empowerment Incubation Program for Children and Adolescent Care in Lanyu. Not only do the children in remote areas benefit, but the teachers and students helping them also gain valuable professional skills, teaching experience and a strengthened mindset. ● I Protecting – Promoting and implementing environmental protection through innovative and systematic approaches, such as activities like "Chunghwa Telecom Group's Car-Free Day" and the pioneering "Tree Carbon Sink Citizen Scientist Training Camp", which empower corporate volunteers with professional skills and certifications, enabling them to execute environmental protection measures more effectively. ● I Sharing – Benefiting from Chunghwa Telecom's high-quality manpower as corporate volunteers to implement various forms of social feedback and public welfare assistance, through activities such as assisting visually-impaired friends through iPhone accessibility courses, teaching digital knowledge to elderly people in rural areas and elementary school students, accompanying disadvantaged groups to enhance their health, and serving as corporate volunteers at science and technology museums to help the public establish digital literacy. <p>(2) Systemization and scientific approach to sustainable actions: With innovative and systematic approaches, the Company leverages more precise and scientific technologies to facilitate environmental protection. The Company continues to promote and innovate the "5G Plastic-Free Corporate Volunteer Sustainable Action" initiative. After launching Taiwan's first "5G Plastic-Free" initiative, the Company further engages in activities such as the "Chunghwa Telecom Group Car-Free Day" and the "Tree Carbon Sink Citizen Scientist Training Camp". In collaboration with regional operation centers and overseas subsidiaries, these efforts have changed transportation usage, reducing carbon emissions by 16 tons over five days, and have trained 127 citizen scientists. These demonstrate clearly the Company's commitment to reducing carbon emissions and its effective implementation of technology for environmental sustainability.</p> <p>(3) Institutionalization of corporate volunteering: In 2024, the Company continues to conduct corporate volunteer training, formulate and announce the corporate volunteer reward plan, and hold an annual recognition event to facilitate the promotion of various corporate volunteering activities.</p> <p>(4) Precision in Social Investment Statistics: Using standardized operational procedures, the Company tracks actual cash expenditure, including cash donation and non-cash input conversion through commercial events, in-kind donations, corporate volunteering, sending short messages for charity, free short-code services, preferential measures and convenient services for the disabled with a total social investment of NT\$1.26 billion in fiscal year 2024.</p> <p>(5) Supporting a diverse cultural industry in Taiwan: Chunghwa Telecom provides professional technical support, including 5G private networks, mobile edge computing, and AR/VR/XR applications, for the public to enjoy digital culture and entertainment easier. Meanwhile, the Company assists in the implementation of domestic cultural development. Cooperating with cultural institutions, the Company jointly develops digital cultural content to further promote the cultural development. Over NT\$90 million was invested in the cultural sector in 2024, supporting a diverse range of innovative projects. These included the development of a 5G private network and AR interactive experience at the Guandu Wharf Container Market in Taipei; a collaboration with the Tainan City Government to launch the "Chihkan Tower 5G Real-Time Interactive Light projection mapping" during the Creative Expo Taiwan; support for Ming Hwa Yuan Arts & Cultural Group's</p>				

Evaluation Criteria	Implementation Status			Deviations From the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>live-stream of "Metaverse Dual Classics" on the YoCity platform, and the implementation of 5G XR Application at the "Sifang Fresh Cheese Story House" in Miaoli, revitalizing local dairy tourism and many other projects. Among these projects:</p> <ul style="list-style-type: none"> ● Taipei Guandu Wharf Container Market with 5G Private Network x AR Application Experience: Chunghwa Telecom invested over NT\$3 million in collaboration with Mediasphere Communications to launch Taiwan's first 5G private Network solution for innovative riverside commerce applications at the container market in Guandu Wharf. This event, running from June to September in 2024, utilizes customized 5G private network services to integrate 5G technology with cultural creativity and local business districts. It offered the public innovative interactive audio-visual experiences such as the "Container AR Dinosaur Virtual Park" and the "AR Magic Menu." Due to the integration of innovative technology into daily life which created a smart market model that combines entertainment and business opportunities, the total number of participants exceeded 1.16 million during the event. ● Tainan City Government Creative Expo Taiwan-Chihkan Tower 5G Real-Time Interactive Giant Light projection mapping: During the 2024 Taiwan Cultural Expo (from August to September in 2024), Chunghwa Telecom partnered with the Tainan City Government in the "Chihkan Tower 5G Real-Time Interactive Light Projection" event with over NT\$3 million invested. Utilizing an innovative "construction site as exhibition space" concept, the project transformed the scaffolding at the Chihkan Tower's Haishen Temple restoration site into a massive projection surface. By combining 5G technology with cultural and artistic elements, the event featured ultra-high-lumen projectors, equivalent to Olympic standards, to showcase a fusion of cultural heritage and art exhibitions, recreating historical scenes of 17th-century Tainan. Visitors could also log into a website via their mobile devices to transform into characters such as birds, deer, or hunters. Using 5G transmission and edge computing technology, these characters could be projected onto the light sculpture screen with zero latency, allowing participants to travel back 400 years and interact with ancient maps of Tainan. The event attracted over 50,000 visitors, with more than 10,000 participating in the interactive experience. 	

Note: The materiality principle refers to environmental, social, or corporate governance issues that have a material impact on the investors or other stakeholders of the Company.

3.6 Climate-Related Information of TWSE/TPEX Listed Company

(1) Implementation of Climate-Related Information

Item	Implementation status
1. Does the board of directors' and management's oversight and government of climate-related risks and opportunities.	<p>The Board of Directors serves as the highest governing body for addressing climate change. Under the Board, two functional committees—the Sustainable Development and Strategy Committee and the Risk Management Committee—are responsible for governing, supervising, and reviewing climate-related policies and risk management. Additionally, the Sustainable Development Promotion Committee, composed of the management team, includes an Environmental (E) Group dedicated to managing climate change mitigation and adaptation strategies and actions, as well as analyzing and tracking climate change risks and opportunities. This committee regularly reports key sustainability issues, including climate change, and significant achievements to the Board of Directors to strengthen the Board's oversight of climate-related matters.</p> <p>Through the dual management mechanism of the Sustainable Development and Strategy Committee and the Sustainable Development Promotion Committee, along with the integration of internal controls and the operations of the Risk Management Committee, the Company enhances the Board's supervision of climate change issues. This structure ensures the effective execution of climate strategies, action plans, and the management of related risks and opportunities.</p>
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finance of the business (short, medium, and long term).	<p>The major climate-related risks and opportunities identified by the Company, along with their impacts on business/financial performance and corresponding response strategies, are as follows:</p>

Item	Implementation status		
	Item	Business and Financial Impact	Strategy
	RISKS		
	Damage to telecommunications equipment and base stations caused by extreme weather events (short-term)	Extreme weather phenomena such as strong winds, heavy rainfall, and flooding may damage telecommunications equipment and base stations, resulting in increased costs for repairs, maintenance, and temporary infrastructure reinforcement	Conduct pre-inspections and drills, and optimize standard operating procedures to accelerate recovery and repair efforts in the event of asset damage, thereby minimizing operational disruptions and financial losses caused by such events
	Supply chain disruptions caused by extreme weather events(short-term)	Climate-related disruptions to supply chain services may result in shortages of certain components and increased procurement costs, affecting the Company's product delivery capabilities and potentially leading to revenue loss	Strengthen suppliers' climate resilience and reduce the risk of climate-induced supply chain disruptions through the implementation of evaluation mechanisms and the promotion of supplier participation in the CDP Supply Chain Program
	Policy and regulatory risk (medium-term)	In response to the government's 2050 net-zero emissions policy and in compliance with climate, environmental, and financial disclosure regulations, the Company must set sustainability goals and allocate resources toward carbon reduction technologies, green power procurement, employee training, etc.	<ul style="list-style-type: none"> ● Develop a decarbonization roadmap in accordance with the SBTi framework ● Reduce data center PUE (Power Usage Effectiveness) annually through technological improvements ● Procure and develop renewable energy, and set RE100 targets ● Set EV100 targets
	Threat to operational sites from sea level rise (long-term)	Rising sea levels may lead to saltwater intrusion and damage infrastructure in coastal areas, which could disrupt business operations and impact company revenues	Establish and implement site selection principles and develop climate-resilient infrastructure
	OPPORTUNITIES		
	Promoting smart city development through 5G and IoT (short-term)	The Company's 5G and IoT technologies are applicable to smart city development, which can not only enhance brand recognition, but also drive revenue and strengthen market competitiveness	Leverage the Company's IoT and other emerging technologies to invest in smart city application projects and explore new market opportunities
	Developing energy-efficient network infrastructure and data centers (medium-term)	Introducing energy-saving equipment and improving the energy efficiency of data centers can reduce the Company's electricity expenses. In addition, by offering energy-saving solutions, the Company can help customers lower their electricity costs, thereby supporting business expansion	Build world-class cloud data centers with low PUE and attract large-scale or multinational enterprises to collocate
	3. Describe the financial impact of extreme weather events and transformative actions.	<p>Extreme weather events pose threats to the Company and its supply chain's physical assets and operations, potentially causing service disruptions, reduced customer satisfaction, and revenue losses. Additionally, costs related to infrastructure repairs, reinforcements, and relocation may rise, along with expenses for managing customer complaints and litigation compensation.</p> <p>On the transformation front, optimizing management processes, early equipment replacement, and enhancing flood and disaster resilience will increase operational expenditures, but may also improve energy efficiency. Moreover, stricter climate, environmental, and financial regulations will lead to higher training and compliance costs. However, emerging technological opportunities from these changes could positively impact the Company's revenue.</p>	

Item	Implementation status								
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company implements enterprise risk management and integrates climate risk identification, assessment, and management into its overall risk management system. The process is as follows:</p> <ol style="list-style-type: none"> 1. Awareness Building: Raising awareness of climate risks and extreme weather events to ensure employees recognize climate-related challenges and impacts. 2. Objective Setting: Establishing climate risk objectives focused on minimizing climate change impacts and developing risk prediction and response plans. 3. Event Identification: Assessing the occurrence of extreme weather events and natural disasters and their potential impacts on corporate operations, while building and maintaining an up-to-date climate risk identification database. 4. Risk Assessment: Climate risks and opportunities are systematically identified and assessed annually through executive interviews and surveys. A risk and opportunity matrix is then developed to prioritize events based on their urgency and impact severity. 5. Risk Response: Implementing climate risk mitigation strategies focused on specific carbon reduction measures, such as adopting renewable energy, improving energy efficiency, and strengthening carbon emissions monitoring, to effectively reduce the likelihood and impact of climate risks. Immediate solutions for critical climate risks are developed and incorporated into response plans. 6. Control Activities: Embedding climate actions into daily operations, including monitoring carbon emissions, energy consumption, and other key metrics while continuously evaluating effectiveness to ensure the effectiveness of climate risk control. 7. Information & Communication: Reporting environmental impacts to stakeholders and publicly disclosing climate risk data and response measures. 8. Risk Monitoring: Prioritizing the monitoring of critical risk issues, focusing on real-time climate changes, closely tracking extreme weather events and environmental policy shifts, and adjusting climate risk management strategies accordingly to ensure timely responses and actions. 								
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>Scenario and Parameters: The analysis adopts the RCP8.5 scenario and parameters from the Taiwan Climate Change Projection and Information Platform (TCCIP) to understand potential impacts under the most pessimistic conditions.</p> <p>Assumptions: It is assumed that future climate change conditions align with the projections presented in the National Climate Change Scientific Report 2024: Phenomena, Impacts, and Adaptation, and that the warming effects caused by climate change will follow a consistent trend across Taiwan.</p> <p>Analysis Factors:</p> <ul style="list-style-type: none"> ● Severity of disaster caused by sea level rise. ● Degree of global temperature increase. ● Flood impacts resulting from climate-induced natural disasters. <p>Major Financial Impacts:</p> <table border="1" data-bbox="625 1786 1442 2114"> <thead> <tr> <th data-bbox="625 1786 1032 1843">Item & Impact Description</th> <th data-bbox="1032 1786 1442 1843">Impact Amount</th> </tr> </thead> <tbody> <tr> <td data-bbox="625 1843 1032 1940">Additional costs incurred from compliance with Taiwan's 2050 net-zero carbon emission policies</td> <td data-bbox="1032 1843 1442 1940">~1-5% of revenue</td> </tr> <tr> <td data-bbox="625 1940 1032 2050">Increased expenditures for repairing infrastructure damaged by extreme weather events</td> <td data-bbox="1032 1940 1442 2050">~1-5% of revenue</td> </tr> <tr> <td data-bbox="625 2050 1032 2114">New market opportunities created by utilizing 5G and IoT technologies</td> <td data-bbox="1032 2050 1442 2114">Over 5% of revenue</td> </tr> </tbody> </table>	Item & Impact Description	Impact Amount	Additional costs incurred from compliance with Taiwan's 2050 net-zero carbon emission policies	~1-5% of revenue	Increased expenditures for repairing infrastructure damaged by extreme weather events	~1-5% of revenue	New market opportunities created by utilizing 5G and IoT technologies	Over 5% of revenue
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Increased expenditures for repairing infrastructure damaged by extreme weather events	~1-5% of revenue								
New market opportunities created by utilizing 5G and IoT technologies	Over 5% of revenue								

Item	Implementation status							
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The Company has established the following management strategies, indicators, and targets in response to climate-related risks:</p>							
	<table border="1"> <thead> <tr> <th data-bbox="621 300 758 358">Risk</th> <th data-bbox="758 300 993 358">Strategy</th> <th data-bbox="993 300 1180 358">Indicator</th> <th data-bbox="1180 300 1442 358">Target</th> </tr> </thead> </table>				Risk	Strategy	Indicator	Target
	Risk	Strategy	Indicator	Target				
	<p>Physical Risks</p>							
	<p>Damage to telecommunications equipment and base stations caused by extreme weather events</p>	<p>Conduct pre-inspections and drills, and optimize standard operating procedures to accelerate recovery and repair efforts in the event of asset damage, thereby minimizing operational disruptions and financial losses caused by such events</p>	<p>(1) Frequency of disaster response drills (2) Frequency of telecommunications equipment inspections and reinforcement measures</p>	<p>(1) Conduct at least one emergency response and disaster drill related to natural hazards per year (2) Perform telecommunications equipment inspections at least four times per year, and conduct at least two reinforcement actions annually, including strengthening antenna support cables and securing potentially hazardous objects near base stations</p>				
	<p>Supply chain disruptions caused by extreme weather events</p>	<p>Strengthen suppliers' climate resilience and reduce the risk of climate-induced supply chain disruptions through the implementation of evaluation mechanisms and the promotion of supplier participation in the CDP Supply Chain Program</p>	<p>Proportion of key suppliers participating in the CDP Supply Chain Program</p>	<p>By 2030, more than 85% of key suppliers respond to the CDP Climate Change Questionnaire</p>				
	<p>Threat to operational sites from sea level rise</p>	<p>Establish and implement site selection principles and develop climate-resilient infrastructure</p>	<p>Frequency of site selection principle review</p>	<p>Review site selection principles at least once per year</p>				
	<p>Transition Risks</p>							
	<p>Policy and regulatory risk</p>	<p>(1) Develop a decarbonization roadmap in accordance with the SBTi framework</p>	<p>(1) Greenhouse gas emissions</p>	<p>(1) Achieve net-zero emissions by 2045</p>				
		<p>(2) Reduce data center power usage effectiveness (PUE) annually through technological improvements</p>	<p>(2) IDC energy efficiency</p>	<p>(2) Reduce PUE of all IDC to below 1.5 by 2030</p>				
<p>(3) Procure and develop renewable energy</p>		<p>(3) Total procured and self-generated renewable energy</p>	<p>(3) Achieve 100% use of renewable energy by 2040 (RE100)</p>					
<p>(4) Set EV100 targets</p>		<p>(4) Electrification ratio of engineering and official vehicles</p>	<p>(4) Achieve 100% electrification of engineering and official fleet vehicles by 2030 (EV100)</p>					

Item	Implementation status
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	<p>Since 2023, the Company has implemented an internal carbon pricing mechanism to assess the potential financial impacts of climate change. Fees collected are allocated to a fund to encourage departments to actively reduce carbon emissions and reward related innovative proposals.</p> <p>The basis for setting internal carbon price includes the additional costs of renewable energy to achieve carbon reduction targets, the EU CBAM price, and other international perspectives such as the carbon price recommended by the World Bank. After comprehensive evaluation, the internal carbon price is set at NT\$1,600 per tonne of carbon emissions.</p>
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or RECs to be offset should be specified.	<p>The Company has adopted actions such as introducing climate-related financial disclosures (TCFD), regularly responding to CDP questionnaires, responding to the RE100 initiative and the Science-Based Target Initiative (SBTi), and setting short, medium and long-term greenhouse gas reduction targets to achieve net-zero emissions by 2045.</p> <ol style="list-style-type: none"> 1. The scope of greenhouse gas emissions, the planning horizon, and the progress, please refer to Annex 1-1 and 1-2. 2. Carbon credits or RECs: <ol style="list-style-type: none"> (1) The Company's renewable energy usage was 72.604 million kWh. (2) Renewable energy usage in the IDC centers was 67.72 million kWh. (3) Obtained a total of 72,600 national renewable energy certificates (T-RECs).
9. Greenhouse gas inventory and assurance status, targets, strategies, and specific action plans.	Please refer to Annex 1-1 and 1-2.

Annex 1-1. Company greenhouse gas inventory and assurance status in the last two years

1-1-1. Greenhouse Gas Inventory Information

The Consolidated Company has established a greenhouse gas inventory mechanism in accordance with the Greenhouse Gas Protocol published by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI), as well as the ISO 14064-1 greenhouse gas inventory standard issued by the International Organization for Standardization (ISO) (specifying the applicable inventory standards). Our Company has been conducting annual greenhouse gas (GHG) emissions inventories, the scope of our GHG inventories includes Scope 1 (direct emission sources), Scope 2 (indirect emission sources), and Scope 3 (other indirect emission sources) across 15 categories. This is to fully understand the usage and emission status of greenhouse gases and to verify the effectiveness of reduction actions.

Additionally, the greenhouse gas inventory data for the past two years has been compiled based on the operational control approach to include the greenhouse gas emissions of the Consolidated Company, as detailed below:

		2023		2024	
		GHG Emission (t-CO ₂ e)	Emission Intensity (t-CO ₂ e/NT\$ millions)	GHG Emission (t-CO ₂ e)	Emission Intensity (t-CO ₂ e/NT\$ millions)
Parent company	Scope 1	18,874.8892	/	21,718.3378	/
	Scope 2	645,490.6474		604,711.8248	
	Scope 3	1,814,662.2596		1,766,024.2100	
The subsidiaries (Note 2)	Scope 1	7,282.8220		7,868.0042	
	Scope 2	58,227.1170		61,309.5882	
	Scope 3	NA		79,883.2353	
Total (Scope 1 & Scope 2)		729,875.4756	3.27	695,607.7550	3.02

Note 1: The data for the year 2024 is based on preliminary figures. Our Company has not obtained complete greenhouse gas assurance opinions by the date of the annual report's publication. Complete assurance information will be disclosed in the sustainability report. All subsidiaries have completed the inventory for the 2024 consolidated financial report.

Note 2: For the year 2023, all subsidiaries included in the consolidated financial statements, except for those of CHPT Co., Ltd. and IISI Co., Ltd., have completed their greenhouse gas inventories.

1-1-2. Greenhouse Gas Assurance Information

The Company disclosed the total greenhouse gas emissions in section 1-1-1. For the years 2023 and 2024, the assurance scope executed for the parent company accounted for 100% of the total emissions of the parent company in each respective year. The certification institution for the year 2023 is Industrial Technology Research Institute (Measurement Technology Development Center). In compliance with ISO 14064-1:2018, the agreed level of assurance for category 1 and category 2 are reasonable assurance (the materiality threshold required of the verification was considered to 5%), and for category 3 to category 6 are limited assurance.

For the year 2024, the Company has not obtained complete greenhouse gas assurance opinions by the annual report publication date. The complete assurance information will be disclosed in the ESG report.

Annex 1-2. Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Baseline Year and Reduction Targets for Greenhouse Gas Emissions

To plan the greenhouse gas reduction strategy, the Company has set 2020 as the baseline year for greenhouse gas reduction. In that year, the Scope 1 and Scope 2 emissions were 22,192.9316 tons CO₂e and 768,128.0670 tons CO₂e, respectively, with a total emission of 790,320.9986 tons CO₂e.

The Company publicly commits to and has achieved science-based reduction targets in accordance with SBTi standards. We achieved the Near-Term target in June 2023 and the Net-Zero target in July 2024. For Scope 1 and Scope 2, we aim to reduce carbon emissions by 50% by 2030 compared to 2020 levels. We will simultaneously plan and implement the following specific actions to achieve a 50% reduction in carbon emissions by 2030 compared to 2020, as outlined in the table below.

The Company											
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Annual Carbon Emission Reduction Rate	Base Year	1.7%	3.7%	6.5%	10.1%	14.5%	20.0%	26.0%	33.0%	41.0%	50.0%

All subsidiaries included in the consolidated financial report completed the inventory in 2024. The year 2024 is set as the baseline year for greenhouse gas reduction. In that year, the emissions for Scope 1 and Scope 2 were 7,868.0042 tons and 61,309.5882 tons of CO₂e, respectively, with a total emission of 69,177.5924 tons of CO₂e. As planned, the combined emissions of Scope 1 and Scope 2 will be reduced by 1% in 2025 compared to the baseline year.

Greenhouse Gas Reduction Strategies and Specific Action Plans

To achieve the sustainable goal of "Net Zero Emissions," the Consolidated Company has integrated carbon management into its operational plans and aims to meet the 2045 net zero commitment through two key strategies: carbon reduction through technology and renewable energy. In terms of carbon management, the Company introduced an internal carbon fee of NT\$1,600/ton in July 2022, allocating it as an expense to each business unit to incentivize energy savings and carbon reduction across internal departments. Additionally, the Company integrates carbon emissions from each business unit into ESG performance metrics and links them to senior management compensation indicators, reinforcing executives' commitment to ESG-related strategies and action plans. The Environmental E Group of the Sustainable Development Promotion Committee holds monthly meetings to monitor and review the energy usage of each business unit, evaluate the progress and effectiveness of various energy reduction strategies and action plans, and further explore and analyze opportunities for improving energy performance, continuously enhancing energy efficiency. To implement the net zero emissions goal, the specific action plans are as follows:

- (1) Enhance Energy Use Efficiency
 - A. Optimize the use of machine room space.
 - B. Adopt high-efficiency and energy-saving equipment to improve the energy efficiency of machine rooms.
 - C. Use green and environmentally friendly building materials in new machine rooms or facilities.
 - D. Install systems for rainwater, groundwater, and air conditioning condensate water recycling to achieve water resource reuse.
 - E. Replace traditional lighting with LED bulbs in public areas of internal office buildings.
- (2) Energy Saving Plan for Telecom Machine Rooms
 - A. Set energy-saving specifications for equipment: Establish energy-saving standards for telecommunications equipment in procurement guidelines.
 - B. Implement energy-saving measures in machine rooms: Adjust equipment to appropriate capacities and consolidate equipment to reduce overall energy consumption in machine rooms.
 - C. Base station energy saving: Procure high-energy-efficiency base stations and replace high-energy-consuming equipment.
 - D. Replace old equipment with new: Actively introduce NGN equipment to replace outdated PSTN switches, thereby reducing energy usage.
- (3) Use of Renewable Energy

The Company has committed to RE100, with the goal of using 100% renewable energy by 2040. In addition to signing renewable energy Power Purchase Agreements (PPA), the Company is also working on securing long-term Corporate Power Purchase Agreements (CPPA) to gradually increase the proportion of renewable energy use each year to meet this target.

Achievement of Reduction Targets

The Company's carbon reduction target for 2024 is a 10.1% reduction compared to 2020, with an actual reduction of 17.2%.

3.7 Ethical Corporate Management

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
<p>1. Enactment of ethical corporate management policies and programs</p> <p>(1) Does the Company disclose its ethical corporate management policies and procedures in its official charter and material documents issued externally, as well as the commitment of the Board of Directors and management team to its implementation?</p>	V		<p>The Company has enacted the "Ethical Corporate Management Best Practice Principles for Chunghwa Telecom Co., LTD." Its formulation and amendments were approved by the Board of Directors, reported to the shareholders' general meeting, and disclosed on MOPS as well as the Company's website. It clearly states that the Board of Directors, executive management, employees and mandataries, shall comply with laws and regulations during execution of business operations. Both the Board and managers shall commit to proactively implement it, and to do so through internal management and external business activities.</p>	None
<p>(2) Has the Company established a mechanism to assess the risks of non-ethical conduct, regularly analyze and assess relatively high-risk non-ethical conduct and activities within its scope of business, and formulate policies to prevent unethical conduct, which at minimum covers measures to prevent the conduct mentioned in Article 7.2 of "the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies?"</p>	V		<p>The Company has adopted the "Chunghwa Telecom Procedures for Ethical Management and Guidelines for Conduct," which the Company has implemented to provide measures for preventing unethical conduct, analyze relatively highrisk nonethical conduct and activities within its scope of business, and strengthen relevant preventative measures.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(3) Do the Company's measures to prevent high-risk unethical misconduct clearly specify operating procedures, conduct guidelines, disciplinary and appeal mechanisms for violations? are they implemented and are regularly reviewed for amendment?	V		The Company has enacted the "Ethical Corporate Management Best Practice Principles for Chunghwa Telecom Co., LTD.," which clearly specifies measures to prevent unethical conduct and include operating procedures, conduct guidelines, disciplinary and appeal systems for violations. The Company has implemented the measures and regularly reviews the plan for amendments.	None
2.Implementation of ethical corporate management (1)Does the Company evaluate business partners' ethical records and clearly indicate ethical conduct clauses in business contracts?	V		When conducting procurement tenders, bidding vendors must first review the "Chunghwa Telecom Procurement Management Regulation" and complete the "Basic Information and Evaluation Form for Bidding Vendors." Vendors are required to submit a self-declaration of corporate integrity and agree to adhere to the Company's Supplier Code of Conduct and anti-corruption commitments. Any violations of integrity will result in a one-year suspension, a penalty of 20% of the procurement amount as liquidated damages, and compensation for any damages incurred. The vendor will also be prohibited from participating in any tenders for Chunghwa Telecom procurement projects, being selected as a winning bidder, or acting as a subcontractor.	None

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(2) Has the Company established a dedicated unit to promote ethical corporate management under the Board of Directors, and regularly (at least once a year) report to the Board of Directors on its ethical corporate management policy, measures to prevent unethical conduct, and monitor implementation?		V	<p>1. The Company designates the Organization and Talent Development Department as a dedicated unit to promote Company integrity and ethics in operations. Responsibilities of this department include assisting the Board of Directors and Executive Management team in formulating and supervising the implementation of ethical policy and codes of conduct, as well as implementing ethical standards. The department reported to the Board of Directors on November 8, 2024.</p> <p>2. The Company implemented the ethical management policy. Please see below for implementation details for the year of 2024:</p> <p>(1) Education and Training In each training course, a series of training classes were provided to employees, covering topics such as regulation, inspection, and risk management, etc., to help them learn basic legal knowledge, codes of conduct, ethical management principles and operating procedures. In 2024, the total of 92,083 participants attended related training sessions. Throughout the course, case studies were used to strengthen the conceptualization and implementation of prevention mechanisms in order to both manage and prevent dishonest behavior.</p> <p>(2) Law and Case Advocacy The Company's dedicated unit is committed to the education and promotion of all employees. In 2024, the Company consolidated the ethical management principles, code of conduct, and processing standards for material nonpublic information, using a digital learning platform to share case studies and publicize the matters that colleagues should pay attention to in day-to-day business.</p> <p>(3) Annual Test The Company conducted an online test for all employees from September 2 to October 8, 2024. The test covered the ethical management principles, ethical management operating procedures and behavior guidelines, the code of conduct, and obligations to maintain the Company's confidential business matters.</p> <p>(4) Regular Inspection To prevent dishonest and unethical behavior while controlling fraud risks, the Company established a dedicated unit to monitor and track the above behaviors and factors internally to prevent fraud. The Company implemented an anti-fraud plan, outlining measures to be taken by the Company's affiliated institutions in anti-fraud operations. These measures include advisory on business reform and corrections, reports of major situations, spot checks, and anti-fraud case studies. Based on the annual plan, the anti-fraud department collects all cases on a monthly basis and then records, analyzes, and evaluates the performance, before evaluating the case through the internal control system, to ensure the overall operation and to prevent the occurrence of dishonest acts.</p>	The Company designates the Organization and Talent Development Department as a dedicated unit to promote Company integrity and ethics. Responsibilities of this department include assisting the Board of Directors and Executive Management team in formulating and supervising the implementation of ethical policy and codes of conduct, as well as implementing ethical standards through the management and supervision, internal audits, and the timely reports to the Board of Directors, which allows the Company to implement the policy of integrity and ethics effectively.

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
			<p>(5) Reporting and Whistleblower Protection Rule</p> <ul style="list-style-type: none"> ● Detailed reporting rules can be found within the Company's "Code of Corporate Governance for Chunghwa Telecom Co., Ltd.," "Ethical Corporate Management Best Practice Principles for Chunghwa Telecom Co., LTD.," "Procedures for Ethical Management and Guidelines for Conduct," and "Code of Ethics of Chunghwa Telecom Co., Ltd." All the rules are actively implemented to prevent any dishonest behavior, in accordance with a system of checks and balances to investigate and discipline in the event of violation and employee complaint. ● The Company encourages both internal and external reporting of dishonest behavior and misconduct. The Company assigns the Organization and Talent Development Department as the special unit responsible for accepting reports. The stakeholder section on the Company's website provides effective communication methods for employees, shareholders, stakeholders and external parties. In addition, the Company's website also includes contact information, including a special mailing address, email address, and phone number, for the Audit Committee, which accepts employee reports and complaints, as well as reports related to internal accounting and auditing. If a report involves the Board of Directors or senior executives, the case will be delivered and presented to the independent directors or the Audit Committee. ● Detailed reporting and whistleblower protection rules can be found within the Company's "Code of Corporate Governance for Chunghwa Telecom Co., Ltd.," "Ethical Corporate Management Best Practice Principles for Chunghwa Telecom Co., Ltd.," "Procedures for Ethical Management and Guidelines for Conduct," "Code of Ethics of Chunghwa Telecom Co., Ltd.," "Key Points for Employee Complaints Operation," and "Practicing Points for Practitioners Violating the Code of Ethics." The whistleblower's identity and personal information are kept confidential, and the Company is committed to protect whistleblowers from improper handling or retaliation. ● In 2024, the company accepted a total of 60 internal and external whistleblowing reports. There were no major violations of ethical management. 	
(3) Does the Company establish policies to prevent conflicts of interest, provide suitable channels to report such conflicts, and implement such policies?	v		The Company has a "Code of Ethics of Chunghwa Telecom Co., Ltd.," and has established channels including a dedicated telephone line, fax, and e-mail for employees and external parties to report violations. The Company also conducts regular and irregular audits through its internal control system.	None

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(4) Has the Company established an effective accounting system and internal control system to facilitate ethical corporate management? Does its internal audit team provide risk assessment results and formulate audit plans related to unethical conduct, and audit compliance of non-ethical conduct measures, or does the Company engage external CPAs to implement such audits?	V		<ol style="list-style-type: none"> 1. The Company has established accounting policies and amended accounting policies as required by the amended International Financial Reporting Standards (IFRS), International Accounting Standards (IAS) endorsed and issued into effect by the Financial Supervisory Commission (FSC) as well as business practices. 2. The Company has established the control activities at entity level, with "Code of Conducts," which are amended according to changes of environment and regulations. No major violations of ethical standards are found by external audits this year. 3. The audit plan for fiscal year 2024 was formulated in accordance with the Financial Supervisory Commission's "Regulations Governing Establishment of Internal Control Systems by Public Companies," the Company's "Internal Control System" & "Internal Audit Implementation Rules," and the assessment results that include the risk of unethical conduct. The contents include audit targets, scope, projects, and frequency, etc. The audit results include measures preventing unethical conduct practices, which is reported to the Board of Directors. 	None
(5) Does the Company regularly hold internal and external educational trainings on ethical corporate management?	V		<ol style="list-style-type: none"> 1. From September 2 to October 8, 2024, the digital learning course "Comprehensive awareness training on the Code of Ethics and Ethical Corporate Management Best Practice Principles" was implemented for all employees and an online comprehensive test was conducted. Except for those who did not take the test with valid reasons, the completion rate was 99.99%, demonstrating the Company's commitment to integrity, ethical values, corporate governance, and risk management while fostering a culture of integrity. 2. In 2024, the Company requested its invested companies and supply partners to implement the Company's code of conduct, human rights policy, and anticorruption policy among other commitment goals. The Company also conveyed to their respective employees about the principles of strictly maintaining ethics and discipline. 	None
3. Reporting ethical violations (1) Has the Company formulated a concrete whistleblowing and incentive system, established a convenient whistleblowing channel, and assigned appropriate personnel to handle the cases of those who have reports raised against them?	V		<p>The Company has established the "Operational Guidelines for Handling Cases of Violations of the Code of Conduct" and established the following complaint and reporting channels for employees and external parties to use:</p> <ol style="list-style-type: none"> 1. Mailing address: Room 503, Headquarters Building, No. 21-3, Section 1, Xinyi Road, Zhongzheng District, Taipei City 100012. 2. Complaint hotline: 0800-080998 3. Complaint and report fax hotline: (02) 23570007 4. Email account: chthr@cht.com.tw <p>The Company also clearly defines the division of responsibilities for accepting reports of violations and assigns specific personnel to handle them.</p>	None

Evaluation Criteria	Implementation Status			Deviations From "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Explanation	
(2) Has the Company established standard operating procedures for handling whistleblowing claims and, after a complete investigation, follow-up measures and mechanisms related to maintaining confidentiality?	V		<p>1. The Company has established the "Principles for Investigation and Handling of Violations of the Code of Conduct". In addition to proactive investigations, relevant personnel should strictly abide by the principle of confidentiality and handle accepted cases in accordance with the Company's relevant regulations.</p> <p>2. Subsequent measures taken after the case investigation is completed: If there is evidence of illegality or irregularity upon investigation, if it involves administrative responsibility, it will be dealt with in accordance with regulations; if it involves legal responsibility, relevant evidence will be collected and the case will be referred to the prosecutorial and investigative unit for investigation or civil or criminal prosecution.</p>	None
(3) Does the Company provide proper whistleblower protection?	V		The company has established "Principles for Investigation and Handling of Violations of the Code of Conduct" to protect whistleblowers from being improperly punished for reporting.	None
4. Enhancing information disclosure Does the Company disclose its established ethical corporate management policies and promotion results on its website and MOPS?	V		The Company has fully disclosed all ethical corporate management related content, status, and performance results on its official website and on MOPS.	None
5. If the Company has established ethical corporate management policies based on the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies," please describe any discrepancies between the policies and their implementation: No discrepancy found.				
6. Other important information to facilitate a better understanding of the Company's ethical corporate management practices: (e.g., review and amendment of the policies)				
<p>(1) In order to implement the concept of honest business, the Company introduced the ISO 37001 anti-bribery management system and passed the certification in 2024. The Company has established an anti-bribery organizational structure and procedural documents to ensure that daily operations comply with relevant legal requirements. Through prevention and supervision mechanisms, the Company mitigates legal risks and potential penalties associated with corruption, strengthening its long-term competitive sustainability.</p> <p>(2) The Company has adopted the "Chunghwa Telecom Sustainability/ESG Guidelines," which fully discloses its corporate ethical principles. In addition, these principles are communicated and emphasized in procurement bidding documents and the annual supplier partner exchange conference. This is to establish a corporate culture of integrous operation, promote sound development, foster integrity, transparency, and responsible business practices. Furthermore, the Company expects its suppliers to adopt the "Ethical Corporate Management Best Practice Principles for Chunghwa Telecom Co., LTD.," or enact similar codes of ethics, with proper disclosure.</p>				

3.8 Other Important Information to Facilitate Better Understanding of the Company's Corporate Governance Practices

(1) The Company's Material Information Disclosure Procedure

The Company has enacted the "Control Guidelines for the Prevention of Insider Trading for Chunghwa Telecom Co., Ltd." and "Procedures for Handling Material Information of Chunghwa Telecom Co., Ltd." which clearly specifies material information disclosure procedures, insider trading management processes, and a requirement for strict compliance with all relevant rules and regulations of the TWSE/TPEX. This information is also communicated to all affiliated institutions to ensure compliance and establish internal controls to prevent insider trading. This is to prevent improper disclosure of company information and ensure the timeliness and accuracy of information disclosed to the public. Below are key content categories:

- A. Target audience and scope of material information.
- B. Corporate confidentiality procedure.
- C. Designated responsible unit.
- D. The Company's material information disclosure procedure.

(2) In 2024, the Company's President undertook 35 hours of corporate governance related courses and training. In addition, the Company's management departments also assigned personnel to participate in corporate governance training courses. In the future, the Company expects to continue such courses and training for executives and managers.

(3) Data Governance

Since 2022, Chunghwa Telecom has been promoting "Data Governance" to drive business innovation through data-driven insights, effectively strengthening the Company's decision-making capabilities and core competitiveness. With the rapid development of AI technology, data is an essential foundation for AI development, and data governance maximizes the benefits of AI technology.

2024 Data Governance Internal Applications and Benefits:

- A. Enhancing Disaster Resilience Management of the Fixed Network Key Infrastructure: Quickly grasp equipment placement by floors and site information, and integrate five categories of physical risk assessment information to effectively improve decision-making and resource allocation accuracy.
- B. Constructing Critical Data Assets: Completed the process of managing 100% of business group's critical metadata, laying the foundation for autonomous data governance within the business group.
- C. Enhancing Data Governance Literacy: Through region-wide education and training programs, and certification courses, 200 talents were cultivated, accumulating a total of 35 CDMP (Certified Data Management Professional) international certifications, combining theory, expertise, and practice to drive various tasks.
- D. Improving the Transparency of Unstructured Data and Ensuring Compliance: Referencing the FMTI (Foundation Model Transparency Index) from Stanford University, designed 14 AI data-related indicators and audit mechanisms to ensure that the datasets used in AI applications do not raise concerns regarding personal privacy and infringement.

Looking ahead to 2025, the Company's data governance goals and directions include:

Expanding the implementation of comprehensive data governance mechanisms across all subsidiaries to enable autonomous data governance. The Company plans to utilize Large Language Model (LLM) technology in the data governance processes to accelerate and expand the metadata inventory efforts of both technical and business teams.

Additionally, the Company will continuously ensure the implementation of AI data transparency and audit mechanisms, while developing mechanisms for managing unstructured data to facilitate the development of Responsible AI.

(4) Intellectual Property Management

Chunghwa Telecom has always attached great importance to intellectual property. To properly protect, manage, and leverage intellectual property resources while minimizing the risk of intellectual property (IP) infringement, the Company has established an IP policy aligned with its operational goals and a systematic IP management system. The Company obtained the A-level verification in the Taiwan Intellectual Property Management System (TIPS) on October 24, 2024. To date, Chunghwa Telecom remains the only telecommunications operator in Taiwan that has obtained this certification. The certificate is valid until December 31, 2026.

3.9 Internal Control Systems

(1) Statement of Internal Control System

Chunghwa Telecom Co., Ltd.
Statement of Internal Control System

Date : February 26, 2025

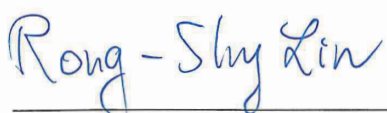
Based on the results of self-assessments, Chunghwa Telecom Co., Ltd. states the following with regard to its internal control system during the year 2024:

1. Our board of directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control system is designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency of our reporting, and compliance with applicable rulings, laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and we take immediate remedial actions in response to any identified deficiencies.
3. We evaluate the design and operating effectiveness of our internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the "Regulations"). The criteria adopted by the Regulations identify five key components of managerial internal control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities. Each component contains certain elements which stated in the Regulations.
4. We have evaluated the design and operating effectiveness of our internal control system according to the aforesaid Regulations.
5. Based on the results of such evaluation, we believe that, on December 31, 2024, we have maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
6. This Statement is an integral part of our annual report and prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement was approved by the board of directors in their meeting held on February 26, 2025, with none of the 13 attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.

Chunghwa Telecom Co., Ltd.



Chih-Cheng Chien,
Chairman and Chief Executive Officer



Rong-Shy Lin,
President

(2) Auditor Review Report

The Company did not need to engage CPAs to conduct internal control audit in accordance to the "Regulations Governing Establishment of Internal Control Systems by Public Companies." However, as some of the Company's shares are also traded as American Depositary Shares on the New York Stock Exchange of the United States, which stipulates that internal controls system must comply with U.S. Sarbanes-Oxley Act. As a result, the Company has engaged qualified CPAs to audit the design and operating effectiveness of internal control over financial reporting accordingly, and no material weakness is discovered that may significantly impact financial reporting.

3.10 Major Resolutions of Shareholders' Meetings and Board Meetings for Fiscal Year 2023 and Up To the Publication Date of This Annual Report

(1) Major Resolutions and Execution Status of 2024 Annual General Meeting

- A. The Company's 2023 Business Report and Financial Statements.
- B. The Company's 2023 Earnings Distribution.
Status: For the 2023 earnings distribution, cash dividends paid to the shareholders totaled NT\$36,909,930,661, representing NT\$4.758 per share. The ex-dividend date was July 12, 2024 and the dividend payment date was August 8, 2024. All dividends have been paid at this time.
- C. Amendments to the Company's Articles of Incorporation.
Status: Approved by the Ministry of Economic Affairs on June 18, 2024; proper registration and disclosure can be found on the official corporate website.
- D. Termination of non-competition restrictions on the Company's Director Chau-Young Lin, and Independent Directors Yu-Fen Lin, Yi-Chin Tu, Su-ming Lin, and Chia-Chung Chen.
Status: Disclosed on MOPS in the early morning of June 1, 2024.

(2) Major Resolutions of Board Meetings

- A. The 9th meeting of the 10th Board of Directors on January 26, 2024.
 - (1) The Company's business operation plan (including budget) and condensed consolidated financial forecast for the year 2024.
 - (2) Approved the Company to donate NT\$58.7 million to its related party of the Chunghua Telecom Foundation.
 - (3) Approved the Company to donate NT\$19 million to its related party of the Tourism Administration, Ministry of Transportation and Communications, for the 2024 Taiwan Lantern Festival.
 - (4) Approved after renegotiating with the current land lessee, the Company to sign a "Supplemental Agreement of the Lease Agreement for 2001 Plot of Land, Renmei Section, Yangmei District, Taoyuan City".
 - (5) Approved the amendments to the Company's Rules and Procedures on Investments.
 - (6) Approved the Formulation of the Ratio for Increasing the Retention-Enhanced Employee Stock Trust Incentive Bonus at Chunghua Telecom Co., Ltd.
 - (7) Approved the amendments to the Company's Implementation Guidelines for Employee Compensation Distribution Based on Profitability Metrics.
 - (8) Approved the release of non-competition restrictions on the Company's directors.
 - (9) Approved personnel recommendation to the Company's invested company.
- B. The 10th meeting of the 10th Board of Directors on February 23, 2024.
 - (1) Approved the Company's 2023 earnings distribution for remuneration to directors and employees.
 - (2) Approved the Company's 2023 operational report and financial statements.
 - (3) Approved the Company's 2023 Internal Control Statement for the purpose of domestic regulatory and Sarbanes-Oxley Act compliance.
 - (4) Approved the Company's 2023 earnings distribution.
 - (5) Approved the Company's Investment in the Fund of Cultural Content Industry.
 - (6) Approved the Company's Investment in Taiwan Hive Technology Fund L.P.
 - (7) Approved the amendment to the Company's Articles of Incorporation.
 - (8) Approved the amendment to the Company's Segregation of Power between the Board of Director and Management.
 - (9) Approved the amendment to the Company's Meeting Rules of Order of the Board of Directors.
 - (10) Approved the amendment to the Company's Organizational Regulations of Board of Directors Audit Committee.
 - (11) Approved the Company's Employee Stock Trust Incentive Program is planned to be extended and implemented for another three years, starting from April 2024.
 - (12) Approved to convene the Company's 2024 Annual General Meeting of Shareholders at its Training Institute on May 31, 2024.
- C. The 6th interim meeting of the 10th Board of Directors on April 17, 2024.
 - Ratification Matter:
The donation of three sets of OneWeb low-orbit satellite terminal equipment to the Ministry of Digital Affairs
 - Discussion Matters:
 - (1) Approved the amendment to the Company's Articles of Incorporation.
 - (2) Approved the amendment to the Company's Ethical Corporate Management Best Practice Principles and Procedures for Ethical

Management and Guidelines for Conduct.

(3) Approved the revised agenda for the Company's 2024 Annual General Meeting of Shareholders.

D. The 11th meeting of the 10th Board of Directors on May 10, 2024.

(1) The Company's Consolidated financial report for the first quarter of 2024.

(2) To rename the Company's "Rules Governing the Operational Procedure for Preparation and Validation of the Sustainability Report" to "Rules Governing the Operational Procedure for Preparation and Assurance of the Sustainability Report," and to amend its articles.

(3) To rename the Company's "Anti-Corruption and Anti-Money Laundering Policy" to "Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy," and to amend its articles.

E. The 12th meeting of the 10th Board of Directors on August 9, 2024.

(1) Approved the Company's Consolidated Financial Report for the Second Quarter of 2024.

(2) Approved the Company's Issuance of Unsecured Corporate Bond (including Sustainability Bonds).

(3) Approved the Company's 2023 Sustainability (ESG) Report.

(4) Approved the Release of Non-Competition Restrictions on Directors.

(5) Approved personnel appointment for the Company and its invested company.

F. The 7th interim meeting of the 10th Board of Directors on September 30, 2024.

Supplementary election for the Chairman of the Company's 10th Board of Directors

Discussion Matters:

(1) Approved the appointment and discharge of the Company's CEO.

(2) Approved the appointment and discharge of the Company's President.

(3) Approved the Company's monthly fixed remuneration for its newly appointed Chairman.

(4) Approved the Company's monthly fixed remuneration for its newly appointed President.

(5) Approved the changes in the members of the Sustainability and Strategy Committee of the 10th Board of Directors of the Company.

(6) Approved the changes in the members of the Risk Management Committee of the 10th Board of Directors of the Company.

(7) Approved personnel appointment and discharge of the Company.

G. The 13th meeting of the 10th Board of Directors on November 8, 2024.

(1) Approved the Company's consolidated financial report for the third quarter of 2024.

(2) Approved the amendment to the Company's Accounting System.

(3) Approved the amendment to the Company's Internal Control Systems.

(4) Approved the Company's 2025 Audit Plan.

(5) Approved the amendment to the Company's Internal Control Enforcement Rules.

(6) Approve the Company's 2025 short-term line of credit.

(7) Approved the amendment to the Company's Segregation of Power between the Board of Director and Management.

(8) Approved the Company's donation of NT\$5.399055 million to its related party, National Taiwan University, as an academic feedback fund.

(9) Approved personnel appointment and discharge for the Company and its invested company.

(10) Approved the release of non-competition restrictions on the Company's directors and independent directors.

H. The 8th interim meeting of the 10th Board of Directors on December. 23, 2024.

Approved the grant of a one-time special incentive bonus to the employees.

I. The 14th meeting of the 10th Board of Directors on January 22, 2025.

(1) Approved the Company's business operation plan (including budget) and condensed consolidated financial forecast for the year 2025.

(2) Approved the Company to donate NT\$58.7 million to its related party of the Chunghwa Telecom Foundation.

(3) Approved the Company to donate NT\$20 million to its related party of the Tourism Administration, Ministry of Transportation and Communications, for the 2025 Taiwan Lantern Festival.

(4) The service fees for the appointed CPA firm.

(5) Approved the Company to invest in TRF 1 L.P.

(6) Approved the Company's election of 13 directors (including 5 independent directors) for the 11th term of the Board of Directors at the 2025 Annual General Meeting.

(7) Approved the definition of the Company's junior employees and its scope.

(8) Approved the amendment to the Company's Articles of Incorporation.

(9) Approved to convene the Company's 2025 Annual General Meeting of Shareholders at its Training Institute on May 29, 2025.

(10) Approved personnel recommendation to the Company's invested company.

J. The 15th meeting of the 10th Board of Directors on February 26, 2025.

(1) Approved the Company's 2024 earnings distribution for remuneration to directors and employees.

(2) Approved the Company's 2024 operational report and financial statements.

(3) Approved the Company's 2024 Internal Control Statement for the purpose of domestic regulatory and Sarbanes-Oxley Act compliance.

(4) Approved the evaluation results on the independence and suitability of the Company's certified public accountants for the year 2025.

(5) Approved the Company's 2024 earnings distribution.

(6) Approved personnel recommendation to the Company's invested company.

3.11 Major Dissenting Comments Among Directors Over Board Meeting Resolutions for Fiscal Year 2024 and Up To the Publication Date of This Annual Report

None.

4. Certified Public Accountant, or CPA, Professional Fees

						NT\$'000
Accounting Firm	Name of CPA	Audit Period	Audit Fee	Non-audit Fee (Note)	Total	Remarks
PricewaterhouseCoopers, Taiwan	Shih-Chun Huang and Chien-Yeh Hsu	January 1 ~ December 31, 2024	24,898	2,520	27,418	-

Note: Non-audit fee of \$2,520,000 paid in 2024 was for reviewing the non-management employees' salary information, performing the tax compliance audit, providing audit service of financial statements for the enterprise with significance in the telecommunications service market and providing audit service of telecommunications universal service by the accounting firm.

4.1 If the audit fees of the year in which the Company changes CPA firm is lower than that of the prior year, specify the amount of audit fee before and after, the fee reduction percentage, and the reasons

2023 audit fee: NT\$36,339,000.

2024 audit fee: NT\$24,898,000.

The decrease in audit fees was mainly due to changes in payment schedule of the contracts. The difference in total audit fee of the contracts between 2024 and 2023 was less than 10%.

4.2 If the audit fee dropped year on year by more than 10%, specify the amount, percentage, and reasons for the reduction

The audit fee paid in 2024 decreased by \$11,441,000 (31.48%) mainly due to changes in payment schedule of the contracts. The difference in total audit fee of the contracts between 2024 and 2023 was less than 10%.

5. Change of Certified Public Accountant

(1) Former CPAs

Date of Change	Approved by Board of Directors on December 22, 2023		
Reasons and Explanation of Changes	For the enhancement of corporate governance, accounting firm and CPA change made effective beginning in the first quarter of 2024.		
State whether the Appointment is Terminated or Rejected by the Consignor or CPAs	Status	Client	CPA
	Termination of appointment		
	No longer accepted (continued) appointment		V
The Opinions other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions	None		
Is there any disagreement in opinion with the issuer	Yes	-	Accounting principle or practice
		-	Disclosure of financial statements
		-	Auditing scope or procedures
		-	Others
	No	V	
Explanation			
Supplementary Disclosure (Disclosures Specified in Article 10.6.1.4~7 of the Standards)	None		

(2) Successor CPAs

Accounting Firm	PricewaterhouseCoopers, Taiwan
CPA	Shih-Chun Huang and Chien-Yeh Hsu
Date of Engagement	Approved by Board of Directors on December 22, 2023
Prior to the Formal Engagement, Any Inquiry or Consultation on the Accounting Treatment or Accounting Principles for Specific Transactions, and the Type of Audit Opinion that Might be Rendered on the Financial Report	None
Written Opinions from the Successor CPAs that are Different from the Former CPA's Opinions	None

(3) The Reply of Former CPAs on Article 10.6.1 and Article 10.6.2.3 of the Standards:

None.

6. Audit Independence for the Most Recent Year

None.

7. Shareholding Changes of Directors, Supervisors, Management, and Major Shareholders with Shareholding of 10% and more for the most recent year and up to the Publication Date of this Annual Report

7.1 Shareholding Changes of directors, managers and major shareholders

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Major Shareholder and Director	MOTC (Note 1)	0	0	0	0
Chairman, Chief Executive Officer and Director	Chih-Cheng Chien (Note 2) (Succeeded on September 30, 2024)	0	0	0	0
Chairman, Chief Executive Officer and Director	Shui-Yi Kuo (Note 2) (Dismissed on September 30, 2024)	0	0	0	0
Director	Rong-Shy Lin (Note 2) (Succeeded on September 30, 2024)	0	0	0	0
Director	Chau-Young Lin (Note 2) (Dismissed on September 30, 2024)	0	0	0	0
Director	Sheng-Yuan Wu (Note 2) (Succeeded on September 24, 2024)	0	0	0	0
Director	Hsiang-Ling Hu (Note 2) (Dismissed on May 20, 2024)	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Director	Ching-Hwi Lee (Note 2)	0	0	0	0
Director	Shin-Yi Chang (Note 2)	0	0	0	0
Director	Sin-Horng Chen (Note 2)	0	0	0	0
Director	Lee-Feng Chien (Note 2) (Succeeded on September 24, 2024)	0	0	0	0
Director	Hsiu-Chuan Tsai (Note 2) (Resigned on September 1, 2024)	0	0	0	0
Director	Shih-Hung Tseng (Note 2)	0	0	0	0
Independent Director	Su-ming Lin	0	0	0	0
Independent Director	Chia-Chung Chen	0	0	0	0
Independent Director	Yu-Fen Lin	0	0	0	0
Independent Director	Chung-Chin Lu	0	0	0	0
Independent Director	Yi-Chin Tu	0	0	0	0
President	Rong-Shy Lin (succeeded on September 30, 2024)	0	0	0	0
President	Chau-Young Lin (dismissed on September 30, 2024)	0	0	0	0
Senior Executive Vice President	Wei-Kuo Hong (succeeded on November 8, 2024)	0	0	0	0
Senior Executive Vice President	Chih-Hsiung Huang (succeeded on January 1, 2024)	0	0	0	0
Senior Executive Vice President	Yu-Shen Chen (dismissed on September 1, 2024)	0	0	0	0
Senior Executive Vice President	Wen-Hsin Hsu (succeeded on September 1, 2024)	0	0	0	0
Senior Executive Vice President	Li-Show Wu (dismissed on January 1, 2024)	0	0	0	0
Senior Executive Vice President	Wen-Chiyh Lin (succeeded on November 8, 2024)	0	0	0	0
Vice President	Hui-Chen Wei	0	0	0	0
Vice President	Shu-Ling Chen	0	0	0	0
Vice President	Yuan-Kai Chen	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Vice President	Shih-Chung Chang	0	0	0	0
Vice President	Song-Hsiung Lin (succeeded on February 4, 2025)	0	0	0	0
Vice President	Di-Yao Chan	0	0	0	0
Vice President	Wan-Min Chou (dismissed on January 1, 2024)	0	0	0	0
Vice President	Chun-Yen Chan (succeeded on January 7, 2025)	0	0	0	0
Vice President	Ming-Chih Yang (succeeded on November 26, 2024)	0	0	0	0
Vice President	Ru-Kuen Lee	0	0	0	0
Vice President	Jung-Kuei Chen (succeeded on September 30, 2024)	0	0	0	0
Vice President	Yung-Cheng Chu (succeeded on February 7, 2025)	0	0	0	0
Assistant Vice President	An-An Hsia	0	0	0	0
Assistant Vice President	Ya-Chian Shiue	0	0	0	0
Assistant Vice President	Ming-Tzu Hsiao (dismissed on June 30, 2024)	0	0	0	0
Assistant Vice President	Sheng-Huei Pan (succeeded on July 10, 2024)	0	0	0	0
Assistant Vice President	Wei-Ting Chen	0	0	0	0
Assistant Vice President	Ze-Run Liu (dismissed on January 1, 2024)	0	0	0	0
Assistant Vice President	Wen-Ruey Wu (succeeded on February 20, 2024)	0	0	0	0
Assistant Vice President	Cho-Fen Tsai	0	0	0	0
Assistant Vice President	Yih-Chyau Kuo	0	0	0	0
Assistant Vice President	Wen-Hao Yang	0	0	0	0
Assistant Vice President	Chieh-Hsin Keng	0	0	0	0
Assistant Vice President	Ren-Bin Chiue	0	0	0	0
Assistant Vice President	Chih-Cheng Tsao	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Assistant Vice President	Ming-Cheng Pai (succeeded on February 10, 2025)	0	0	0	0
President of Business Group	Hsueh-Hai Hu	0	0	0	0
Vice President of Business Group	Hui-Pao Huang (dismissed on June 30, 2024)	0	0	0	0
Vice President of Business Group	Rong-Yi Chen	0	0	0	0
Vice President of Business Group	Shu-Ling Chen (succeeded on June 28, 2024)	0	0	0	0
Vice President of Business Group	Suh-Chiou Ke	0	0	0	0
Vice President of Business Group	Tsu-I Hsu (succeeded on July 1, 2024)	0	0	0	0
Assistant Vice President	Ming-Hua Chang (dismissed on January 1, 2025)	0	0	0	0
Assistant Vice President	Chia-Bao Chong	0	0	0	0
Assistant Vice President	Yung-Hsien Sun (succeeded on January 2, 2025)	0	0	0	0
President of Business Group	Pen-Yuang Chang	0	0	0	0
Vice President of Business Group	Lai-Ting Chen	0	0	0	0
Vice President of Business Group	Kuan-Hsiung Liang	0	0	0	0
Assistant Vice President	Kou-Chen Wu (succeeded on July 1, 2024)	0	0	0	0
Assistant Vice President	Hui-Ling Feng (succeeded on January 2, 2024)	0	0	0	0
President of Business Group	Chin-Chou Chen	0	0	0	0
Vice President of Business Group	Chien-Chih Chen	0	0	0	0
Assistant Vice President	Pi Chiang	0	0	0	0
Assistant Vice President	Hsuan-Lung Liu	0	0	0	0
President of Business Group	Chung-Yung Chia (succeeded on November 8, 2024)	0	0	0	0
Vice President of Business Group	Chih-Cheng Lo	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Vice President of Business Group	Kuo-Chi Huang (succeeded on December 11, 2024)	0	0	0	0
Vice President of Business Group	Ching-Chuan Kuo	0	0	0	0
Assistant Vice President	Yeh-Chin Ho	0	0	0	0
Assistant Vice President	His-Huang Chang (dismissed on January 1, 2024)	0	0	0	0
Assistant Vice President	Yi-Shou Lin (succeeded on December 11, 2024)	0	0	0	0
President of Business Group	Hey-Chyi Young	0	0	0	0
Vice President of Business Group	Jeu-Yih Jeng	0	0	0	0
Vice President of Business Group	Quen-Zong Wu	0	0	0	0
Vice President of Business Group	Chung-Shuo Lin (dismissed on January 1, 2025)	0	0	0	0
Vice President of Business Group	Liang-Wei Lee (succeeded on January 2, 2025)	0	0	0	0
President of Telecommunication Laboratories	Tian-Tsair Su	0	0	0	0
Vice President of Telecommunication Laboratories	Ching-Hung Wang	0	0	0	0
Vice President of Telecommunication Laboratories	Rong-Ruey Lee (succeeded on January 2, 2024)	0	0	0	0
Vice President of Telecommunication Training Institute	Hong-Bin Chiou (succeeded on February 3, 2025)	0	0	0	0
Vice President of Telecommunication Training Institute	Shih-Mo Leu	0	0	0	0
President of Branch	Chen-Chien Su	0	0	0	0
Vice President of Branch	Yung-Feng Wang (dismissed on January 1, 2024)	0	0	0	0
Vice President of Branch	Chi-Ho Chiang (succeeded on January 2, 2024)	0	0	0	0
Vice President of Branch	Gwo-Chin Tai (succeeded on February 7, 2025)	0	0	0	0
President of Branch	Ching-Hsu Wang (dismissed on January 1, 2024)	0	0	0	0
President of Branch	Ming-Tsung Chen (succeeded on January 1, 2024)	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
Vice President of Branch	Felicia Lai (succeeded on January 5, 2024)	0	0	0	0
Vice President of Branch	Ching-Hsu Wang	0	0	0	0
President of Branch	Jinun-Jye Lee (dismissed on January 1, 2025)	0	0	0	0
President of Branch	Lung-Wuu Men (succeeded on January 1, 2025)	0	0	0	0
Vice President of Branch	Chia-Ju Lin	0	0	0	0
President of Branch	Po-Ta Tseng	0	0	0	0
Vice President of Branch	Chi-Min Lo (succeeded on January 15, 2024)	0	0	0	0
Vice President of Branch	Ying-Ming Wu (succeeded on January 24, 2025)	0	0	0	0
President of Branch	Huan-Hsing Chen	0	0	0	0
Vice President of Branch	Chun-Jen Chou	0	0	0	0
President of Branch	Lin-Yen Wu	0	0	0	0
Vice President of Branch	Hon-Yu Chang (dismissed on June 30, 2024)	0	0	0	0
Vice President of Branch	Tian-Yue Jih (succeeded on July 9, 2024)	0	0	0	0
President of Branch	Lung-Chiang Lin (succeeded on February 4, 2025)	0	0	0	0
Vice President of Branch	Ting-Cheng Chen (dismissed on September 30, 2024)	0	0	0	0
President of Branch	Shih-Tsu Liu	0	0	0	0
Vice President of Branch	Ming-Yen Wu	0	0	0	0
President of Branch	Chia-Hsin Li	0	0	0	0
Vice President of Branch	Wan-Ju Lin	0	0	0	0
Vice President of Branch	Tze-Feng Lin (succeeded on November 29, 2024)	0	0	0	0
President of Branch	Yi-Mao Lin (dismissed on January 1, 2024)	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
President of Branch	Ling Chao	0	0	0	0
Vice President of Branch	Ming-Chou Liao	0	0	0	0
President of Branch	Ruei-Shiuan Chang (dismissed on June 30, 2024)	0	0	0	0
President of Branch	Chung-Ta Hsieh (succeeded on June 30, 2024)	0	0	0	0
Vice President of Branch	Wei-Dong Pan (succeeded on July 10, 2024)	0	0	0	0
President of Branch	Shi-Shen Cheng	0	0	0	0
Vice President of Branch	Chi-Cheng Lin	0	0	0	0
President of Branch	Chin-Chuan Liang (dismissed on June 30, 2024)	0	0	0	0
President of Branch	Wei-Jenn Ke (succeeded on June 30, 2024)	0	0	0	0
Vice President of Branch	Ming-Yuan Suen	0	0	0	0
Vice President of Branch	Tang-Lin Su	0	0	0	0
President of Branch	Yung-Shan Lin	0	0	0	0
Vice President of Branch	Te-Yao Wu	0	0	0	0
President of Branch	Min-Horng Tsai	0	0	0	0
Vice President of Branch	Han-Chin Lai (dismissed on June 30, 2024)	0	0	0	0
Vice President of Branch	Bo-Yuh Huang (succeeded on November 29, 2024)	0	0	0	0
Vice President of Branch	Ting Lee (dismissed on January 1, 2024)	0	0	0	0
Vice President of Branch	Kuo-Pin Lo (succeeded on January 2, 2024)	0	0	0	0
President of Branch	Huan-Chang Hsiao	0	0	0	0
Vice President of Branch	Jane-Jone Shae	0	0	0	0
President of Branch	Yung-Chang Lee	0	0	0	0

Title	Name	2024		As of February 28, 2025	
		Shares Increase (Decrease)	Pledged Shares Increase (Decrease)	Shares Increase (Decrease)	Pledged Shares Increase (Decrease)
President of Branch	Rong-Fuh Liao (succeeded on December 11, 2024)	0	0	0	0
Vice President of Branch	Chi-Huang Su (dismissed on June 30, 2024)	0	0	0	0
Vice President of Branch	Ting-Huei Lin (succeeded on July 1, 2024)	0	0	0	0
President of Branch	Te-Li Chang	0	0	0	0
President of Branch	Te-Ming Chen	0	0	0	0
Vice President of Branch	Chih-Chiang Chiu	0	0	0	0

Notes: 1. Major shareholders with 10% and more shareholding of the Company.
2. Representatives of MOTC.

7.2 Stock Trade with Related Party

None.

7.3 Stock Pledge with Related Party

None.

8. Relationship among the Top Ten Shareholders

July 8, 2024

Name	Current Shareholding		Spouses' and Minors' shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Ministry of Transportation and Communications (MOTC)	2,737,718,976	35.29%	-	-	-	-	Chunghwa Poat Co., Ltd.	MOTC owns 100%	-
Representative: Meng-Yen Li	-	-	-	-	-	-	-	-	-
Shin Kong Life Insurance Co., Ltd.	358,083,184	4.62%	-	-	-	-	-	-	-
Representative: Mark Wei	-	-	-	-	-	-	-	-	-
CTBC Bank Trust Account - CHT Employee Stock Ownership Trust Plan	303,315,854	3.91%	-	-	-	-	-	-	-

Name	Current Shareholding		Spouses' and Minors' shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Cathay Life Insurance Co., Ltd.	235,544,000	3.04%	-	-	-	-	-	-	-
Representative: Ming-Ho Hsiung	-	-	-	-	-	-	-	-	-
JP Morgan Chase Bank, N.A., acting as depository and representative of CHT ADRS	181,985,410	2.35%	-	-	-	-	-	-	-
Chunghwa Post Co., Ltd.	159,617,719	2.06%	-	-	-	-	MOTC	The only shareholder of Chunghwa Post Co., Ltd.	-
Representative: Hong-Mo Wu	-	-	-	-	-	-	-	-	-
New Labor Pension Fund	145,278,800	1.87%	-	-	-	-	-	-	-
Labor Insurance Fund	92,477,644	1.19%	-	-	-	-	-	-	-
Old Labor Retirement Fund	79,980,824	1.03%	-	-	-	-	-	-	-
Taiwan Life Insurance Co., Ltd.	79,519,000	1.03%	-	-	-	-	-	-	-
Representative: Tai-Keh Cheng	-	-	-	-	-	-	-	-	-

9. Comprehensive Shareholding Information Relating to Company, Directors, Management, and Companies Affiliated through Direct and Indirect Investment.

As of December 31, 2024
Unit: Share; %

Affiliated Companies (Note)	Investments of the Company		Direct or Indirect Investments		Total Investments	
	Shares	%	Shares	%	Shares	%
Prime Asia Investments Group Ltd. ("Prime Asia")	1,301	100%	-	-	1,301	100%
CHYP Multimedia Marketing & Communications Co., Ltd. ("CHYP")	15,000,000	100%	-	-	15,000,000	100%
Donghua Telecom Co., Ltd. ("DHT")	178,589,592	100%	-	-	178,589,592	100%
Chunghwa Telecom Global, Inc. ("CHTG")	6,000,000	100%	-	-	6,000,000	100%
Chunghwa System Integration Co., Ltd. ("CHSI")	60,000,000	100%	-	-	60,000,000	100%
Light Era Development Co., Ltd. ("LED")	300,000,000	100%	-	-	300,000,000	100%

Affiliated Companies (Note)	Investments of the Company		Direct or Indirect Investments		Total Investments	
	Shares	%	Shares	%	Shares	%
Chunghwa Telecom Singapore Pte., Ltd. ("CHTS")	26,382,976	100%	-	-	26,382,976	100%
Chunghwa Telecom Japan Co., Ltd. ("CHTJ")	1,000	100%	-	-	1,000	100%
Chunghwa Telecom Vietnam Co., Ltd. ("CHTV")	-	100%	-	-	-	100%
Honghua International Co., Ltd. ("HHI")	18,000,000	100%	-	-	18,000,000	100%
Chunghwa Telecom (Thailand) Co., Ltd. ("CHTT")	1,300,000	100%	-	-	1,300,000	100%
Chunghwa Telecom Europe GmbH ("CHTEU")	3,500,000	100%	-	-	3,500,000	100%
Chunghwa Digital Cultural and Creative Capital Co., Ltd ("CDCC Capital")	5,000,000	100%	-	-	5,000,000	100%
Chunghwa Investment Co., Ltd. ("CHI")	68,085,000	89%	-	-	68,085,000	89%
Chunghwa Leading Photonics Tech Co., Ltd. ("CLPT")	7,050,000	70%	-	-	7,050,000	70%
CHT Security Co., Ltd. ("CHTSC")	23,058,000	63%	-	-	23,058,000	63%
Smartfun Digital Co., Ltd. ("SFD")	6,500,000	65%	-	-	6,500,000	65%
CHIEF Telecom Inc. ("CHIEF")	43,368,383	56%	2,285,800	3%	45,654,183	59%
Spring House Entertainment Tech. Inc. ("SHE")	8,250,731	56%	-	-	8,250,731	56%
International Integrated System, Inc. ("IISI")	36,204,575	50%	-	-	36,204,575	50%
Chunghwa Sochamp Technology Inc. ("CHST")	2,040,000	37%	-	-	2,040,000	37%
Senao International Co., Ltd. ("SENAO")	71,773,155	28%	1,001,000	0%	72,774,155	28%
Chunghwa SEA Holdings ("CHTSEA")	1,020,000	51%	-	-	1,020,000	51%
CHUNGHWA PCHOME FUND I CO., LTD. ("CPFI")	20,000,000	50%	-	-	20,000,000	50%
Cornerstone Ventures Co., Ltd. ("CVC")	490,000	49%	-	-	490,000	49%
Next Commercial Bank Co., LTD. ("NCB")	462,643,000	46%	-	-	462,643,000	46%
Taiwania Hive Technology Fund L.P. ("TWTF")	-	42%	-	-	-	42%
Taiwan International Standard Electronics Co., Ltd. ("TISE")	1,760,000	40%	-	-	1,760,000	40%
KKBOX Taiwan Co., Ltd. ("KKBOX TW")	4,438,286	30%	-	-	4,438,286	30%
So-net Entertainment Taiwan Limited ("So-net")	9,429,000	30%	-	-	9,429,000	30%
Viettel-CHT Co., Ltd. ("Viettel-CHT")	-	30%	-	-	-	30%
Taiwan International Ports Logistics Corporation ("TIPL")	8,000,000	27%	-	-	8,000,000	27%
KingwayTek Technology Co., Ltd. ("KWT")	12,719,813	23%	-	-	12,719,813	23%
WiAdvance Technology Corporation ("WATC")	3,700,000	16%	-	-	3,700,000	16%

Note: Investment accounted for using equity-method.

Appendix A

Directors' Continuing Education Records for fiscal year 2024

Title	Name	Appointment Date	Training Period		Organizer	Course Name	Training Hours	In Compliance with Regulations (Note 1)
			From	To				
Representative of Juristic Person Director (Chairman & CEO)	Chih-Cheng Chien	2024.9.30	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	6	Y (Note 2)
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
Representative of Juristic Person Director (President)	Rong-Shy Lin	2024.9.30	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	9	Y (Note 3)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
Representative of Juristic Person Director	Sheng-Yuan Wu	2024.9.24	2024.10.9	2024.10.9	Chunghwa Telecom Co., Ltd.	Practical Insights and Case Studies on Corporate Risk Management	12	Y
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
			2024.11.15	2024.11.15	Taiwan Corporate Governance Association	Comprehensive Intellectual Property Protection Strategy - A New Perspective on Intellectual Property Compliance Management with AI Assistance		
			2024.11.22	2024.11.22	Taiwan Corporate Governance Association	An Introduction to Carbon Management and Energy Management from the Perspective of Sustainable Environment for Publicly Listed Companies		
Representative of Juristic Person Director	Ching-Hwi Lee	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	12	Y (Note 5)
			2024.7.26	2024.7.26	Taiwan Corporate Governance Association	Based on TIPS - What an Enterprise should do to Prevent and Control Intellectual Property Risks		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
			2024.11.15	2024.11.15	Taiwan Corporate Governance Association	Comprehensive Intellectual Property Protection Strategy - A New Perspective on Intellectual Property Compliance Management with AI Assistance		

Title	Name	Appointment Date	Training Period		Organizer	Course Name	Training Hours	In Compliance with Regulations (Note 1)
			From	To				
Representative of Juristic Person Director	Shin-Yi Chang	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	9	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
Representative of Juristic Person Director	Sin-Hong Chen	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	6	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
Representative of Juristic Person Director	Lee-Feng Chien	2024.9.24	2024.4.25	2024.4.25	Taiwan Institute of Directors	Global Economic Outlook (Inflation, Interest Rate Policies, Green Trade War)	6	Y (Note 4)
			2024.10.24	2024.10.24	Taiwan Institute of Directors	Generative AI Industry Development Trends		
Representative of Juristic Person Director	Shih-Hung Tseng	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	6	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
Independent Director	Su-ming Lin	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	9	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
Independent Director	Chia-Chung Chen	2022.5.27	2024.4.16	2024.4.16	Securities & Futures Institute	Supervising the Corporate Risk and Crisis by the Directors and Supervisors	12	Y (Note 5)
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI		
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		

Title	Name	Appointment Date	Training Period		Organizer	Course Name	Training Hours	In Compliance with Regulations (Note 1)
			From	To				
Independent Director	Yu-Fen Lin	2022.5.27	2024.3.5	2024.3.5	Taiwan Corporate Governance Association	Legacy Project Launched - Employee Reward Plan and Equity Inheritance	15	Y (Note 5)
			2024.4.12	2024.4.12	Taiwan Corporate Governance Association	Shareholders' Meeting, Proxy Contest and Ownership Strategy		
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI		
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity		
Independent Director	Chung-Chin Lu	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	6	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		
Independent Director	Yi-Chin Tu	2022.5.27	2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	6	Y (Note 5)
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine		

Note 1: Refers to compliance with respect to "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEX Listed Companies" in terms of hours, scope, system, arrangement, and disclosure.

Note 2: Director Chih-Cheng Chien served as a director at Senao Networks Inc. during the period from June 17, 2022 to October 7, 2024, in compliance with 6 hours of training.

Note 3: Director Rong-Shy Lin served as a director at Senao International Co.,Ltd. during the period from June 15, 2022 to October 1, 2024., in compliance with 6 hours of training.

Note 4: Director Lee-Feng Chien has served as an independent director at Airoha Technology Corp. since June 1, 2022, in compliance with 6 hours of training.

Note 5: Directors Ching-Hwi Lee, Shin-Yi Chang, Sin-Horng Chen, Shih-Hung Tseng, Su-ming Lin, Chia-Chung Chen, Yu-Fen Lin, Chung-Chin Lu and Yi-Chin Tu were all complies with the requirement to complete at least six hours of continuing education annually starting from the first year of appointment.

Appendix B

Records of the President, Senior Executive Vice Presidents and Other Management Officers Continuing Education for Fiscal Year 2024

Title	Name	Appointment Date	Training Period		Organizer	Course Title	Hours
			From	To			
President	Rong-Shy Lin	2024.9.30	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity	3
President	Chau-Young Lin	2023.7.4 (Dismissed on 2024.9.30)	2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
Senior Executive Vice President	Wei-Kuo Hong	2024.11.8	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity	3

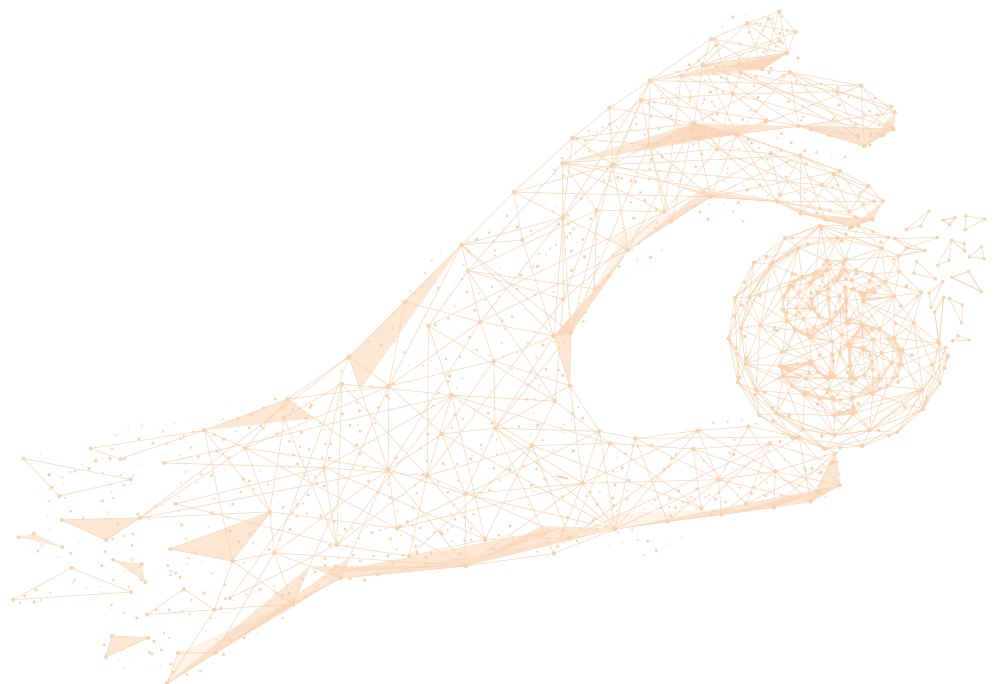
Title	Name	Appointment Date	Training Period		Organizer	Course Title	Hours
			From	To			
Senior Executive Vice President	Chih-Hsiung Huang	2024.1.1	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.4.29	2024.5.13	Industrial Technology Research Institute	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.8.23	2024.8.23	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 014	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity	3
Senior Executive Vice President	Wen-Hsin Hsu	2024.9.1	2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
Senior Executive Vice President	Yu-Shen Chen	2020.9.1~2024.9.1	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.7.18	2024.7.18	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 013	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
Senior Executive Vice President	Wen-Chiyh Lin	2024.11.8	2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
President of the Business Group	Hsueh-Hai Hu	2023.7.13	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.15	2024.5.15	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 010	3
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3

Title	Name	Appointment Date	Training Period		Organizer	Course Title	Hours
			From	To			
President of the Business Group	Pen-Yuang Chang	2023.7.13	2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.7.17	2024.7.17	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 012	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Environmental Sustainability and Biodiversity	3
President of the Business Group	Chin-Chou Chen	2023.6.30	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.4.3	2024.4.16	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.11.5	2024.11.5	Taiwan Corporate Governance Association	Chunghwa Telecom AI Advanced Strategy Seminar	3
			2024.11.7	2024.11.7	Telecommunication Training Institute, Chunghwa Telecom	Transforming Leadership and Management in the New Era of AI	1.5
President of the Business Group	Chung-Yung Chia	2024.11.8	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.4.3	2024.4.16	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.6.25	2024.6.25	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 011	3
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3

Title	Name	Appointment Date	Training Period		Organizer	Course Title	Hours
			From	To			
President of the Business Group	Hey-Chyi Young	2023.8.15	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.4	2024.5.4	Telecommunication Training Institute, Chunghwa Telecom	Business Management Case Studies - Business Weekly CEO Academy Selected Cases	6
			2024.5.11	2024.5.11	Telecommunication Training Institute, Chunghwa Telecom	Accountable Leadership Workshop	7
			2024.5.13	2024.5.13	Industrial Technology Research Institute	Opportunities and Challenges of Generative AI	3
			2024.5.25	2024.5.25	Telecommunication Training Institute, Chunghwa Telecom	Accountable Leadership Workshop	7
			2024.7.16	2024.7.16	Telecommunication Training Institute, Chunghwa Telecom	Practical Consultation and Seminar on Accountable Leadership	3.5
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3
President of Telecommunication Laboratories	Tian-Tsair Su	2023.7.13	2024.2.28	2024.2.28	Telecommunication Training Institute, Chunghwa Telecom	Case Studies for Leaders - Harvard Business Review, Issue 009	3
			2024.3.13	2024.3.27	Telecommunication Training Institute, Chunghwa Telecom	Greenhouse Gas Organization Level Emissions and Removals Lead Verifier Training Course (14064-1: 2018)	20
			2024.5.14	2024.5.14	Telecommunication Training Institute, Chunghwa Telecom	Business Management Case Studies - Business Weekly CEO Academy Selected Cases	6
			2024.8.5	2024.8.5	Taiwan Corporate Governance Association	Sustainability and Smart Medicine	3
			2024.9.6	2024.9.6	Telecommunication Training Institute, Chunghwa Telecom	Chunghwa Telecom AI Advanced Strategy Seminar	3

3 Capital Review

1. Capital and Shares
2. Corporate Bonds
3. Preferred Shares
4. Overseas Depository Receipts
5. Employee Stock Options
6. List of Executives Receiving Employee Stock Options and Top Ten Employees with Stock Options up to the Publication Date of this Annual Report
7. Employee Restricted Stock Shares
8. List of Executives Receiving Restricted Shares and Top Ten Employees with Restricted Shares up to the Publication Date of this Annual Report
9. Shares Issuance for Mergers and Acquisitions
10. Funding Use Plan and Execution



Capital Review

1. Capital and Shares

1.1 Source of Capital

As of February 28, 2025

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount (NT\$)	Shares	Amount (NT\$)	Sources of Capital	Capital Paid-in by Assets Other than Cash	Other
Jul 1996	34	9,647,724,900	96,477,249,000	9,647,724,900	96,477,249,000	assumed capital from Ministry of Transportation, Directorate General of Telecommunications	-	-
May 2006	10	9,647,724,902	96,477,249,020	9,647,724,902	96,477,249,020	capital increase of 2 special shares purchased by MOTC	-	-
Aug 2006	10	9,647,724,902	96,477,249,020	9,455,724,902	94,557,249,020	treasury shares cancellation	-	-
Oct 2006	10	12,000,000,002	120,000,000,020	9,667,845,095	96,678,450,950	earnings to capital increase	-	FSC Document No. 0950126724 June 27, 2006
Aug 2007	10	12,000,000,002	120,000,000,020	10,634,629,604	106,346,296,040	capital surplus to capital increase	-	SEF Authorization No. 09601199260 August 22, 2007
Nov 2007	10	12,000,000,002	120,000,000,020	9,667,845,095	96,678,450,950	capital reduction by cash	-	SEF Authorization No. 09601280910 November 15, 2007
Mar 2008	10	12,000,000,002	120,000,000,020	9,557,776,914	95,577,769,140	treasury shares cancellation	-	SEF Authorization No. 09701049860 February 29, 2008
Nov 2008	10	12,000,000,002	120,000,000,020	11,608,363,565	116,083,635,650	earnings and capital surplus to capital increase	-	SEF Authorization No. 09701293050 November 19, 2008
Jan 2009	10	12,000,000,002	120,000,000,020	9,696,808,183	96,968,081,830	capital reduction by cash	-	SEF Authorization No. 09801006090 January 14, 2009
Apr 2009	10	12,000,000,002	120,000,000,020	9,696,808,181	96,968,081,810	special shares cancellation	-	SEF Authorization No. 09801077020 April 23, 2009
Sep 2009	10	12,000,000,000	120,000,000,000	10,666,488,999	106,664,889,990	capital surplus to capital increase	-	SEF Authorization No. 09801205990 September 7, 2009

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount (NT\$)	Shares	Amount (NT\$)	Sources of Capital	Capital Paid-in by Assets Other than Cash	Other
Nov 2009	10	12,000,000,000	120,000,000,000	9,696,808,181	96,968,081,810	capital reduction by cash	-	SEF Authorization No. 09801261140 November 11, 2009
Nov 2010	10	12,000,000,000	120,000,000,000	7,757,446,545	77,574,465,450	capital reduction by cash	-	SEF Authorization No. 09901266330 November 29, 2010

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common	7,757,446,545	4,242,553,455	12,000,000,000	Listed

1.2 Major Shareholders

As of July 8, 2024 (Note)			
Major Shareholder	Shareholding	Shares	%
Ministry of Transportation and Communications		2,737,718,976	35.29%
Shin Kong Life Insurance Co., Ltd.		358,083,184	4.62%
CTBC Bank Trust Account - CHT Employee Stock Ownership Trust Plan		303,315,854	3.91%
Cathay Life Insurance Co., Ltd.		235,544,000	3.04%
JP Morgan Chase Bank, N.A., acting as depository and representative of CHT ADRS		181,985,410	2.35%
Chunghwa Post Co., Ltd.		159,617,719	2.06%
New Labor Pension Fund		145,278,800	1.87%
Labor Insurance Fund		92,477,644	1.19%
Old Labor Retirement Fund		79,980,824	1.03%
Taiwan Life Insurance Co., Ltd		79,519,000	1.03%

Note: Based on the most recent book closure date for shareholder to register

1.3 Dividend Policy and Discussion

(1) Dividend Policy

In accordance with the Chunghwa's Articles of Incorporation, Chunghwa must pay all outstanding taxes, offset deficits in prior years and set aside a legal reserve equal to 10% of its net income before distributing a dividend or making any other distribution to shareholders, except when the accumulated amount of such legal reserve equals to Chunghwa's total issued capital, and depending on its business needs or requirements, may also set aside or reverse special reserves. No less than 50% of the remaining earnings comprising remaining balance of net income, if any, plus cumulative undistributed earnings shall be distributed as shareholders' dividends, of which cash dividends to be distributed shall not be less than 50% of the total amount of dividends to be distributed. If cash dividend to be distributed is less than \$0.10 per share, such cash dividend shall be distributed in the form of common stocks.

Dividend distribution is dependent on the actual profitability, capital expenditure plan, cash status and other conditions for the relevant year, as well as a resolution adopted at the shareholders' meeting.

The Company is not permitted to distribute dividends or make other distributions to stockholders in any year in which the Company does not have any net income or unappropriated earnings (excluding reserves).

If the Company does not incur a loss, the Company is permitted to make distributions on a pro rata basis to its stockholders of additional common shares or cash by the legal reserve, the premium derived from the issuance of new shares and the income from endowments received by the Company.

(2) Dividend Distribution

Below is the dividend distribution from years 2022 to 2024; the appropriation amount for 2024 has yet to be approved at the 2025 annual general meeting.

Year	Cash Dividend		Stock Dividend
	From Retained Earnings	From Additional Paid-in Capital	
2022	4.702	0	0
2023	4.758	0	0
2024	5.000	0	0

Unit: NT\$/share

(3) Expected Material Changes in Dividend Policy

None.

1.4 Impact of Stock Dividend Distribution in 2025 Shareholders' Meetings on Business Performance and EPS

None.

1.5 Compensation of Employees and Directors

(1) Overall compensation strategy

A. Employees' and Directors' Compensation According to the Articles of Incorporation

If the Company generates positive earnings for a given year, 2% to 5% of the annual profit will be allocated as employee compensation; the directors are entitled to no more than 0.17% of the distributable earnings as director compensation. If the Company has cumulative losses, the amount needed to cover those losses must be reserved in advance. Employee compensation, whether in stock or cash, shall be decided by the Board of Directors with the approval of at least two-thirds of the Board members present and the majority of the attending members, and shall be reported to the shareholders' meeting.

B. The Compensation Basis for Employees and Directors; Accounting Treatment for the Differences between Estimated and Actual Amount of Compensation

- The Company accrues all employees' and directors' compensation in accordance to the Articles of Incorporation and "Employee Compensation Distribution Guidelines of Chunghwa Telecom Co., Ltd." as well as historical experience and future estimates.
- If there is a change in the accrual amounts after the annual financial statements are authorized for issue, the differences are recorded as a change in accounting estimate in the following year.

C. Compensation Approved in the Board of Directors Meeting

- Employees and directors' compensation in the form of cash or stock. The Board of Directors have approved employee cash compensation of NT\$ 1,931,610,104, and directors' cash compensation of NT\$ 40,440,113.

b. The amount of any employee compensation distributed in stocks; and the size of this amount as a percentage of the net income stated in the parent only financial reports or individual financial reports for the current period; and the size of this amount as a percentage of the total employee compensation.

No employee compensation in the form of stock is distributed for the year of 2024.

D.2023 Actual Distribution of Employees' and Directors' Compensation (including number of shares, monetary amount, and stock price)

Items	Actual Distribution (NT\$)	2024 Approved Distribution by BoD (NT\$)	Differences (NT\$)
Employees' cash compensation	1,522,481,595	1,522,481,595	none
Employees' stock compensation	0	0	none
Directors' compensation	39,796,708	39,796,708	none

Notes:

1. In accordance to 2023 directors and employees cash compensation, approved by Board of Directors in 2024.

2. In 2024, the Company's Board of Directors consisted of 5 independent directors and 8 directors.

3. The independent directors are not entitled to any cash compensation; the directors are representatives from the MOTC, so their cash compensation are distributed to the MOTC, which is calculated on a pro-rata basis in terms of days of service for newly elected directors within the years.

(2) Equal and competitive compensation system

The Company is committed to providing a working environment with dignity and equity for its employees. The Company implements employment diversity, equal pay, and impartiality in promotion opportunities. The Company has established a "Compensation Committee" and offers competitive compensation to talents with potential. Through a transparent remuneration policy, employees are rewarded in line with the operational performance of the Company.

(3) Employee Stock Ownership Trust

The Company has established the Employee Stock Ownership Trust in order to increase employee welfare benefits, enhance corporate unity, share the success of business operations, and ensure better living after employee retirement or departure. The Trust consists of certain pro-rata share-based bonuses based on the amount of employee's monthly salary deposits.

(4) Retention-Enhanced Employee Stock Trust Incentive Bonus

To strengthen employee loyalty and retain talent for stable contributions, the Company has implemented a Talent Sustainability Development Retention Program starting in 2024. The Company will allocate a fixed percentage of eligible employees' salaries as individual retention incentive bonuses on a monthly basis. However, a recovery mechanism will apply to participants who leave the program before completing the required tenure.

1.6 Share Repurchase by the Company

None.

2. Corporate Bonds

2.1 Corporate Bond

As of December 31, 2024

Issue	Domestic Unsecured Corporate Bond (2020-1)	Domestic Unsecured Corporate Bond (2021-1)	Domestic Unsecured Corporate Bond (2022-1, Sustainability Bond)
Issuing Date	2020.7.30	2021.4.20	2022.3.15
Denomination	NT\$10,000,000	NT\$10,000,000	NT\$10,000,000
Offering Price	Par	Par	Par
Total Amount	NT\$20,000,000,000	NT\$7,000,000,000	NT\$3,500,000,000

Issue	Domestic Unsecured Corporate Bond (2020-1)	Domestic Unsecured Corporate Bond (2021-1)	Domestic Unsecured Corporate Bond (2022-1, Sustainability Bond)
Coupon	Tranche A: 0.50% p.a. Tranche B: 0.54% p.a. Tranche C: 0.59% p.a.	Tranche A: 0.42% p.a. Tranche B: 0.46% p.a. Tranche C: 0.50% p.a.	0.69% p.a.
Tenor and Maturity Date	Tranche A: 5 years Maturity: 2025.7.30 Tranche B: 7 years Maturity: 2027.7.30 Tranche C: 10 years Maturity: 2030.7.30	Tranche A: 5 years Maturity: 2026.4.20 Tranche B: 7 years Maturity: 2028.4.20 Tranche C: 10 years Maturity: 2031.4.20	5 years Maturity: 2027.3.15
Guarantor	None	None	None
Trustee	Bank of Taiwan	Bank of Taiwan	Bank of Taiwan
Underwriter	Yuanta Securities	MasterLink Securities	Capital Securities
Legal Counsel	True honesty international Law Offices	True honesty international Law Offices	True honesty international Law Offices
Auditor	Deloitte & Touche	Deloitte & Touche	Deloitte & Touche
Repayment	Bullet	Bullet	Bullet
Outstanding	NT\$20,000,000,000	NT\$7,000,000,000	NT\$3,500,000,000
Redemption or Early Repayment Clause	None	None	None
Covenants	None	None	None
Credit Rating	twAAA (Taiwan Ratings Corporation, 2019.12.6)	twAAA (Taiwan Ratings Corporation, 2020.12.17)	twAAA (Taiwan Ratings Corporation, 2021.12.20)
Other Rights of Bondholders	Amount of Converted or Exchanged Common Shares, ADRs or Other Securities	None	None
	Conversion Right	Not Applicable	Not Applicable
Dilution Effect and Other Adverse Effects on Existing Shareholders	None	None	None
Custodian	None	None	None

2.2 Convertible Bond:

None.

2.3 Exchangeable Bond:

None.

2.4 Shelf Registration:

None.

2.5 Bond with Warrants:

None.

3. Preferred Shares

None.

4. Overseas Depository Receipts

Item Issuing date	Issuance and Trade Market	Issuance Amount (US\$ billion)	Issuance Price per Unit (US\$)	Number of Issuance Units	DR-Represented Securities	Number of DR-Represented Securities (shares)
Initial Public Offering 2003.7.17	NYSE	1.58	14.24	110,975,000	common shares	1,109,750,000
Additional Issuance 2005.8.9	NYSE	2.56	18.98	135,068,200	common shares	1,350,682,000
Additional Issuance 2006.9.28	NYSE	0.96	16.99	56,434,790	common shares	564,347,900
Additional Issuance 2006.10.31	NYSE	-	-	4,920,862	common shares	49,208,623
Additional Issuance 2007.9.7	NYSE	-	-	30,409,227	common shares	304,092,271
Capital Reduction by Cash 2008.1.9	NYSE	-	-	-30,709,825	common shares	-307,098,254
Additional Issuance 2008.12.3	NYSE	-	-	33,131,017	common shares	331,310,172
Capital Reduction by Cash 2009.3.20	NYSE	-	-	-56,025,734	common shares	-560,257,344
Additional Issuance 2009.9.18	NYSE	-	-	11,258,465	common shares	112,584,650
Capital Reduction by Cash 2010.2.8	NYSE	-	-	-26,860,182	common shares	-268,601,820
Capital Reduction by Cash 2011.1.25	NYSE	-	-	-53,720,364	common shares	-537,203,639
Rights & Liabilities of DR Holders	Same with common shareholders					
Trustee	NA					
Depository	JPMorgan Chase Bank, N.A.					
Custodian	JPMorgan Chase Bank, N.A., Taipei Branch					
Outstanding Units	17,680,173 (As of February 28, 2025)					
Related Fee for Issuance and Maintenance	The MOTC paid for the issuance in July 2003, August 2005 and September 2006. The shareholders paid for the issuance by stock dividend in October 2006, September 2007, December 2008 and September 2009. The shareholders also paid for the capital reduction with cash in January 2008, March 2009, February 2010 and January 2011. The Company paid for registration and related maintenance fees.					
Key Terms of the Deposit Agreement and the Custodian Agreement	As Per the Deposit Agreement and the Custodian Agreement					
Market price	2024	Highest		US\$ 40.59		
		Lowest		US\$ 36.12		
		Average		US\$ 38.3219		
	2025.1.1~2025.2.28	Highest		US\$ 39.40		
		Lowest		US\$ 36.78		
		Average		US\$ 38.3172		

Note: Data sourced from Bloomberg, based on closing market prices

5. Employee Stock Options

None.

6. List of Executives Receiving Employee Stock Options and Top Ten Employees with Stock Options up to the Publication Date of this Annual Report

None.

7. Employee Restricted Stock Shares

None.

8. List of Executives Receiving Restricted Shares and Top Ten Employees with Restricted Shares up to the Publication Date of this Annual Report

None.

9. Shares Issuance for Mergers and Acquisitions

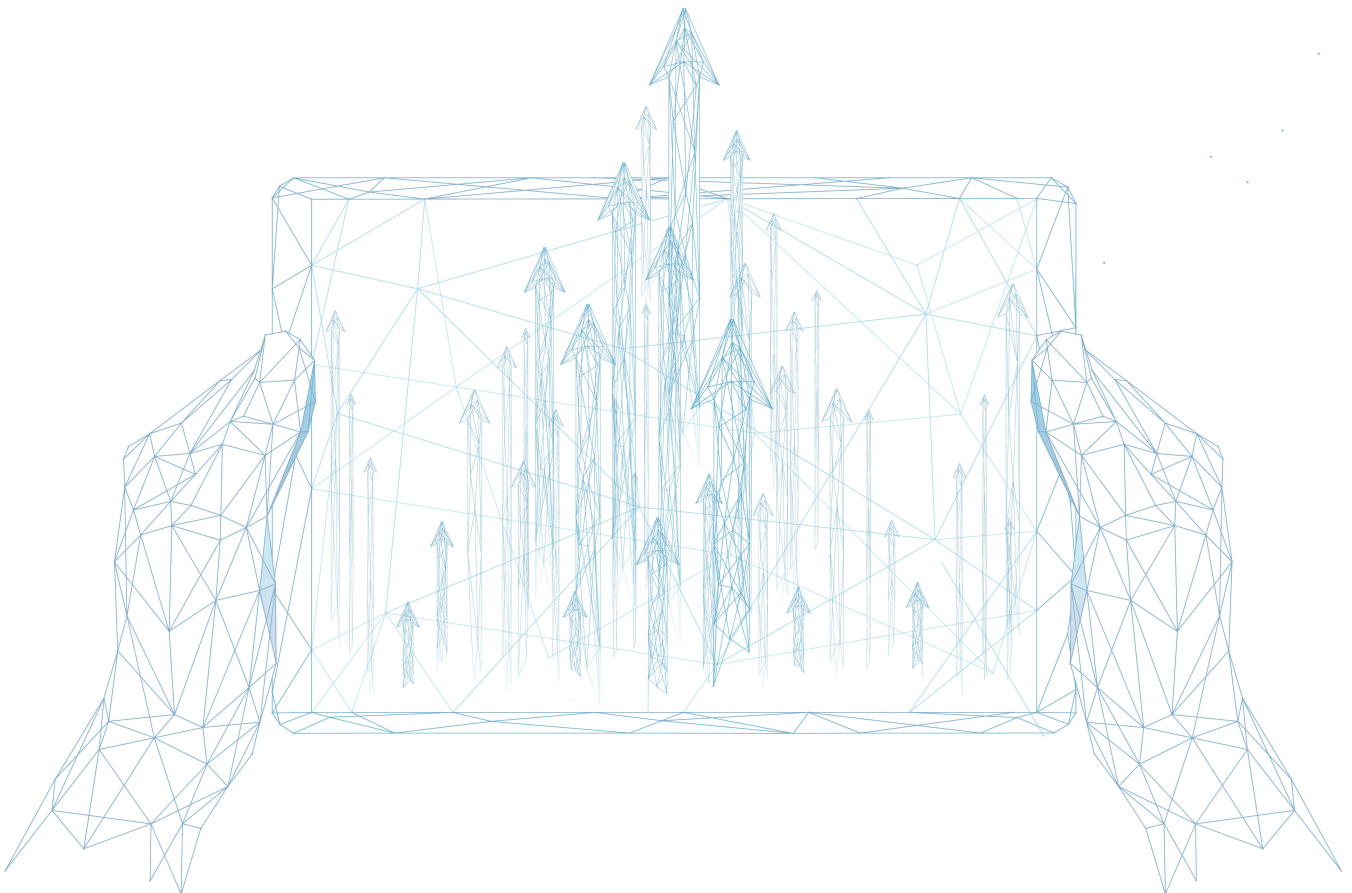
None.

10. Funding Use Plan and Execution

The funds raised by the Company through issuances of domestic corporate bonds were used in accordance with respective funding plans and actual needs. As of December 31, 2024, all funding plans were fully utilized and completed.

4 Operational Highlights

1. Business Overview
2. Markets & Sales Overview
3. Human Resources
4. Environmental Protection Expenditure
5. Employee Relations
6. Cybersecurity Management
7. Major Contracts



Operational Highlights

1. Business Overview

1.1 Business Scope

Chunghwa Telecom is the largest telecommunications service provider in Taiwan, with leading offerings in mobile communication, domestic and international fixed-line (including fixed voice, fixed broadband, Internet, leased line and multi-media service), and domestic and international ICT integrated services (including IDC, cloud, cybersecurity, AIoT, mobile application, big data, etc.).

(1) Revenue Breakdown

As of December 31, 2024, Consumer Business Group revenue accounted for 60.9% of total revenue, Enterprise Business Group accounted for 32.8%, International Business accounted for 4.3%, and the rest accounted for 2%. Among these, Consumer Business Group has shown impressive revenue growth, particularly in the core business and mobile sales. In addition, the revenue of Enterprise Business Group benefited from the increasing demand for ICT applications from enterprise clients. Moreover, the revenue of International Business Group has also grown, benefiting from the rising demand for international roaming and cross-border ICT services. The revenue from the three business groups has increased compared to the same period the previous year.

(2) Current Products / Services

A. Individual and Household Market

With the aim of building the largest domestic audio-visual platform and smart life ecosystem, the company continues to drive the integration of fixed-line, mobile, and Wi-Fi networks to create an "Always Broadband Connected" environment. Our goal is to provide consumers with the best service by integrating these three networks, with a focus on the four main concepts of entertainment, health, safety, and convenience. Additionally, the Company is also dedicated to developing innovative smart life services.

- Mobile Broadband Services: With the evolution of fifth-generation (5G) mobile communication technologies, the Company continues to move towards a new era of higher speeds and the pervasive connection of all things with the internet. Through 5G's three characteristics of high speed, low latency, and massive connectivity, the Company is able to bring new and unprecedented network experiences to all customers by providing VR/AR, 4K/8K Video and various innovative 5G application services.
- Domestic Fixed Voice Services
 - Telephone: voice call, operator-assisted long distance call, subscriber toll dialing (STD) and other value-added services (such as call waiting, call transfer, three-way calling, speed dial, wake-up call, do-not-interrupt, ringback tone, call screening, direct call, 1288 information inquiry, etc).
 - Intelligent Network (IN): 0800 Advanced Free Phone (AFP), 0203 Mass Announcement (MA), etc., and other premium rate telephone service.
- Fixed Broadband

- Asymmetric Digital Subscriber Line (ADSL): install additional equipment at user telephone terminal using ADSL technology in order to provide internet connection and MOD/OTT multimedia services.
- FTTx Fiber Access: utilize various optical network equipment, with Ethernet or Very-high-bit-rate Digital Subscriber Line (VDSL) technology, to provide high speed internet access, MOD/OTT multimedia, and other data communication services, as well as CHT Home Wi-Fi service which optimizes indoor Wi-Fi coverage to meet the need for household internet access.

● Internet Services

- HiNet is the Company's ISP brand, committed to providing the best internet experience and highest quality customer service. Primarily offer broadband access (ADSL and FTTx), fixed-line and dial-up services.

● Video Service

- IPTV/MOD Service: provides on-demand video and application content to customers of the Company and other telecommunication service providers through fixed broadband. Also offer channel program content from the other third-party operators.
- OTT/Hami Video Service: launches Hami Video product package, providing live channel and on-demand video content such as movies, dramas, anime, children's programs and 5G video application services.

- Digital Application Service: Provides integrated services including Porn Gatekeeper, online time management, Cyber Threat Gatekeeper, antivirus and anti-hacking, Video Streaming and GPS, etc. The Company also launches digital content products with mobile broadband internet, such as Hami Pass, KKBOX Music and e-book, etc.

B. Enterprise Market

The Company focuses on emerging businesses such as IDC, cloud, cybersecurity, smart IoT, big data and other emerging services, provides enterprise clients with ICT services in order to fulfill customer demand, and helps them to achieve their respective strategic and operational targets by facilitating their digital transformation.

- Enterprise Telecommunication Services: enterprise voice, and data circuits, internet, VPN, mobile data group enterprise network (MDVPN), messaging applications (SMS, email and fax), domain name registration, number masking service, geosynchronous/ medium earth/ low earth orbit satellite communications etc.
- Enterprise Integrated ICT Services:
 - IDC: Data center leasing and turnkey services. The data center provides N+1 power architecture, network and interconnection services, equipment subscription system, etc. Computer room construction services provide data center solutions, such as water/liquid cooling computer rooms, EMP protection, etc.
 - Cloud: hicloud cloud computing virtual private cloud (CaaS-based VPC, CVPC), hicloud Boxe data cabinet, hicloud S3 cloud storage, hiHosting enterprise network framework, international public cloud (including AWS, Azure, GCP, etc.), cloud SaaS services (ERP, POS, electronic invoice) etc.
 - Cybersecurity: online circuit security, identity recognition, professional security services, enterprise ICT equipment

leasing, integrated cybersecurity software and hardware, etc.

- AIoT: smart environment, smart security, smart transportation, smart building, and smart healthcare, etc.
- Mobile Application: 5G private network, AR enterprise application, mobile real-time imaging, smart air inspection (UAV), mobile walkie-talkie service, Enterprise Mobility Management (EMM), etc.
- Emerging Business: crowd analysis, store location selection, financial credit ratings, data-driven advertising, big data project implementation, data governance, smart network management, generative AI applications, autonomous mobile robot (AMR) applications, ESG net-zero transformation, and blockchain application services.
- Government Business: government e-procurement, land administration services, motor vehicle inspection services, railway ticketing services, etc.
- Customized Overall Solution

C. International Market

The Company focuses on two major strategies: Strategy one, "Connecting the world to Taiwan," which aims to maximize the value of services provided to international customers in Taiwan and extend collaboration to develop overseas markets; Strategy two, "Bridging Taiwan to the world" which aims to replicate Taiwan's successful experiences abroad and seize overseas opportunities in telecommunications and smart services. According to the needs of the clients, the Company provides domestic and international voice and leased line, data network, international roaming services, cross-border IoT, IDC, cloud services, 5G dedicated network and applications, smart solution, and integrated information communication services.

- Fixed-line Service: international voice services (international enterprise hotlines 009/019, receiver paid phone, international conference call, etc.), international data services (IPLC international data circuit, MPLS VPN international enterprise network, TWGate international network, SD-WAN service, etc.), and international value-added services.
- Mobile Service: international mobile roaming service, cross-border IoT services.
- ICT Planning, Construction and Maintenance Service: IDC, cloud, cybersecurity, international public cloud, smart government, smart city and smart solutions for various industries.

(3) Planned New Products / Services

A. Individual and Household Market

- Introduce higher-speed broadband access and VAS to meet customer demand generated by the continued IP network and digital convergence trends.
- Expand and integrate VAS, such as cybersecurity, video and personal cloud storage, mobile device insurance, etc. in order to increase the competitiveness of the Company's product offering and to enhance user loyalty.
- Based on IP camera with AI, develop smart home applications, make good use of the advantages of platform integration, develop third-party cross-industry services, create service value and boost business opportunities.
- Promote Hami's value-added services, such as music, Hami Pass, Hami Bookstore, etc., to expand the scope of our customers and provide more diversified application services.
- Leverage the integration of mobile and broadband service and the convergence of three networks, fixed-line, wireless

and internet, to create the industry's first seamless network experience and provide MOD and Hami Video services with local and international video and television content and multiple value-added services, including Internet Guard and Bandwidth Diversion. Customers are encouraged to simultaneously apply for mobile, dual broadband networks and value-added services, in order to create value and boost business momentum.

B. Enterprise Market

- Provide a diverse spectrum of 5G private network solutions, leveraging the advantages of 5G to create high-quality network service experience. Collaborate with global industry leaders to offer on-demand 5G network slicing services, providing customers with dedicated bandwidth slices to ensure network speed and resource application.
- In response to the government's push for AI-driven services, the Company is advancing next-generation data architecture (Data Fabric) and application solutions to assist customers in developing AI-ready data capabilities. Simultaneously, the Company is developing its proprietary intelligent network management service "Eyver," which offers comprehensive smart intelligence monitoring services for enterprises. Additionally, the Company is aligning with the national green energy strategy and extensive green power projects by forming strategic alliances to enter the emerging market of power plant monitoring and management.
- Develop IDC integration by leveraging network resources and integrating transmission, submarine cable, internet, VPN, international broadband, and undersea cable, to establish high-standard regional infrastructure such as Banqiao IDC center, in order to provide enterprises with high-speed and high-quality networks, cloud and VAS applications matching international standards.
- Develop enterprise private cloud solution with more flexibility and greater reliability by accelerating private cloud construction with application and operating environments, and by integrating SDN and Network Function Virtualization (NFV) technology, flexible management and dynamic software configured network.
- Expand various IoT application services, use the advantages of wide network coverage and self-developed CMP (Communication Connectivity Management Platform), to provide cloud (platform), pipe (network), terminal (equipment) one-stop service. The Company is committed to realizing various creative applications, developing B2B, B2C, and B2G smart applications, building smart island and creating a new era of digital networking of everything.
- Enhance advanced AI research and development in industry application fields by offering intelligent IoT solutions such as facial/vehicle recognition, environmental violation detection, and traffic image detection. These solutions assist public sectors in strengthening public services and decision-making models. With collaboration from domestic terminal and content providers, combine voice and text recognition, develop smart customer service solutions to provide smart text customer service, smart voice customer service, smart customer voice analysis, smart outbound voice robot, smart switchboard, smart voice assistant and other services. This can assist corporate customers in the digital transformation of customer service centers and improve the operational efficiency and service quality of the customer service center.

- Promote the AI intelligent analysis platform product "DeepFlow" which cooperates with different organizations to formulate governance structures, providing one-stop data access, model training deployment, platform resource management and other functions to assist enterprise customers in data governance and development of big data applications. Another example is the Artificial Intelligent for IT operations (AIOPs) solution which integrate key technologies from cloud, network to edge server, comprehensively assist enterprises in intelligent security control and intelligent operation management.
- Expand smart healthcare and corporate health management services by integrating various physiological measurement devices. Providing 5G remote care services and telemedicine services, enabling patients to complete online appointment scheduling, consultations, payments, and other operations from their homes. The Company provides remote patient monitoring (RPM) services for home-based acute care, utilizing wearable devices to monitor the patients' health data in real-time. Through IoT technology, this information is transmitted to healthcare professionals, allowing them to accurately track patients' conditions and historical changes in physiological parameters remotely. Integrating 5G network slicing to provide emergency medical services, transmitting patient images from ambulances to hospitals in advance for preparation. Offering smart hospital solutions, including smart wards and AI-powered medical assistants. In terms of corporate health management, the Company provides four comprehensive risk solutions for Environment, Health, Safety (EHS) management systems. This assists small and medium-sized enterprises in ensuring compliance with occupational health and safety regulations.
- Promote intelligent unmanned aerial vehicle (UAV) inspection services and provide applications such as disaster rescue, field inspection and facility inspection. Through the high-speed, low-latency 5G mobile network, with the Company's unmanned vehicle smart inspection service and AI technology, it provides intelligent detection and identification in various application fields, saves inspection manpower and improves efficiency.
- With the rapid development of the AI era, the Company is advancing mobile real-time imaging services by integrating mobile AI technology. This enables the flexible development of diversified on-demand real-time response AI video solutions, promoting AI automation technology for surveillance and prevention applications. These solutions can integrate with mainstream 5G enterprise private network frequencies to enhance the collaborative application of mobile imaging, 5G SA terminals, and private networks, focusing on scenarios such as unmanned vehicle fire disaster rescue, tax evasion detection, industrial safety AI, and law enforcement technology.
- Expand the in-house developed identity recognition business with the introduction of CHT Cloud Signature A⁺ sign Solution, a digital signing solution that transforms traditional paper-based signing processes into digital ones. By using digital signatures presumed to be personally signed, this solution enhances signing efficiency, ensures transaction security, reduces paper usage, and contributes to carbon reduction. This solution is an excellent tool for assisting enterprises in digital transformation, energy saving, and carbon reduction.
- Launch the fully self-developed "xTrust Zero Trust Architecture Solution," integrating key core technologies such as certificates, identity verification (such as the Ministry of the Interior's mobile natural person certificate TW FIDO Mobile Citizen Certificate, FIDO2 biometrics authentication), device authentication, trust inference through artificial intelligence, and machine learning for data analysis. The system effectively blocks lateral movement by cyber attackers, enabling users to securely access internal resources even in remote or cloud-based environments. This helps companies to eliminate cybersecurity concerns under digital transformation and achieve digital resilience.
- In response to domestic and foreign laws and regulations for net zero emissions, and with the Company's public cloud environment, a cloud-based greenhouse gas inventory solution is launched, providing customers with inventory consultants, cloud-based greenhouse gas inventory systems and third-party verification services.
- In response to customers' needs for simplified and mobile information and communication systems, the Company has launched a new communication solution that integrates traditional communication networks with services like Teams and Webex. This helps businesses establish a strong presence in Taiwan while expanding their global communication capabilities.

C. International Market

- Continuously invest in the construction of new submarine cables and carry out submarine cable expansion plans to meet the large-bandwidth network needs of international customers, and strengthen the network resources required by international customers for global development.
- Responding to the business opportunities of enterprise digital transformation, actively deploy multi-brand SD-WAN and international data network integration services to meet the goals of enterprise cloud-network integration, security and global operations without interruption.
- Replicate Taiwan's successful industry application cases, and launch CT/ICT smart solutions in overseas markets to meet customer needs, such as 5G private networks, IDC, cloud and cybersecurity combining total solutions with smart manufacturing, smart healthcare, smart cities, smart transportation, smart buildings, smart agriculture, smart port, etc.
- Align with the global IoT connection market demand, launch diversified cross-border IoT solutions, including vending machines, charging poles, automotive networking, electric scooter networking, e-bike networking, marine freezers, wearable devices, freight tracking to optimize customer remote monitoring, inventory management, energy efficiency and other application products.

1.2 Industry Overview

(1) Industry Status and Development

With the global emergence of generative AI, major companies and individuals are actively involved in deploying or utilizing real-time AI interactive applications. Coupled with the rapid growth of IoT devices such as vehicle-to-everything, smart homes, and the anticipated surge in demand for AI-powered PCs and smartphones in the future, it is expected to have a significant increase in the demand for computational power. This trend is

shifting computation from the traditional cloud to edge computing, serving as a driving force for the growth of the computational cloud market in the future.

In recent years, the rapid development of emerging technologies such as artificial intelligence, cloud computing storage services, AIoT, metaverse, cybersecurity, and others has benefited from the widespread availability of high-speed networks and connected devices, along with the supply of advanced computational power. The emergence of these technologies has driven a continuous rise in the global technology applications market. As telecommunications providers are at the forefront for personal consumers' and corporate customers' interaction with technology, the Company has made emerging technologies as a key focus for the second growth curve beyond the core telecommunications business. In addition, fundamental core businesses such as broadband, mobile communication, and IPTV remain important indicators of the telecommunications industry:

- A. For the broadband market, according to statistics from Department of Household Registration and National Communications Commission, as of December 31, 2024, the total number of households in Taiwan is approximately 9.49 million, while the total broadband subscribers in Taiwan are approximately 7.71 million (including Public Wireless Local Area Network, or PWLAN).
- B. According to NCC statistics, as of December 31, 2024, the total number of mobile subscribers in Taiwan reached approximately 29.69 million, representing a penetration rate of 126.9%.

(2) Industry Value Chain

- A. Technological development has blurred many lines between formerly specialized industries, as the telecommunications industry becomes increasingly more integrated to develop more diversified applications. Under the trend of digital convergence, the value chain of the telecommunications industry has further expanded, and industry players must provide innovative and diversified services to better meet user demand and enlarge market share. At the same time, service providers for content, applications and platforms, as well as network and terminal equipment vendors serve as important value partners for industry players to promote digital convergence services.
- B. In response to the technological development of AI, metaverse and blockchain along with environmental changes related to energy-saving and carbon-reduction industries, the Company reorganized into three major business groups in 2022, including Consumer Business Group, Enterprise Business Group and International Business Group, maintaining its overall commitment to promoting one-stop services and better meeting customer expectations. The Company is actively developing emerging businesses in 5G, online banking, IDC/cloud, cybersecurity, AIoT, big data, AI, video and smart life to lock in business opportunities in digital convergence and the digital economy, as well as offering digital convergence services to the three core markets of consumers, households and enterprises. The Company continues to strengthen its core businesses and promote the ICT and overseas businesses to maximize enterprise value by expanding enterprise partnerships in related industries through alliances, cooperation and investment. In the future, the Company will continue to invest in its core and emerging businesses. By

integrating its R&D capabilities and working more closely with its customers and ecosystem partners, the Company will provide better quality, more innovative and generally superior user experiences.

(3) Product Development Trends and Competitive Landscape

A. Mobile Communication

- Following the merger of Taiwan Mobile with Taiwan Star on December 1, 2023, and Far EasTone with Asia Pacific Telecom on December 15, 2023, the number of telecom operators reduced from five to three in Taiwan. Despite the increase in market share for the two merged entities, Chunghwa Telecom continues to lead and grow in terms of mobile service subscribers and revenue among industry players. As of December 31, 2024, the Company has total mobile broadband subscribers of 11.29 million (including pre-paid subscribers), representing a market share of 38.0%. Market share of mobile revenue of 2024 was 40.4%.
- It is anticipated that terminal devices with powerful AI computing capabilities will gradually become widespread, further driving the development of application services. Consequently, consumer demand for mobile broadband networks is also expected to increase. Many service providers have launched 5G mobile broadband services in order to fulfill customer demand for higher speed internet access.
- The Company plans to continue constructing its mobile broadband network, optimizing service coverage, and constructing more Wi-Fi hotspots in order to provide a more convenient mobile broadband internet service. At the same time, the Company continues offering integrated wireless broadband internet access and more diversified services, such as KKBOX, Hami Pass, Hami Video, Hami Books, etc., for the purpose of increasing customer contribution and revenue.

B. Domestic Fixed-line

- Fixed voice: as of December 31, 2024, Taiwan local telephone penetration has reached 102.4%. The number of local telephone subscribers has been declining slightly due to traffic migration to mobile communication, free communication software, and VoIP, however, the Company continues to maintain a leading subscriber market share at 91.4%. The average market share by minutes in the local and domestic long distance telephone market were approximately 80.6% and 80.1%.
- Leased Line Service: the Company's leased lines business has been impacted by broadband internet access and competition in the industry. As of December 31, 2024, the Company's leased lines market share was approximately 43.8%.
- Video Service:
 - IPTV/MOD: As of December 31, 2024, Taiwan market has a total of 4.36 million household subscribers of cable television, of which 83.3% uses one of the six multiple-system operators (China Network Systems Co., Ltd., Kbro Co., Ltd., TWM Broadband, Taiwan Fixed Network Co., Ltd., and Taiwan Optical Platform Co., Ltd., Dafeng TV Ltd.). In addition, channel providers have been broadcasting HD audio/video content and interactive and customized television programs and applications, resulting in more intense competition for the Company's MOD services.
 - OTT Platform Convergence: International tech, media and

telecommunications companies and some domestic radio and television content providers have been actively developing OTT convergence services, including Google, Apple, Amazon, etc., especially for services such as communication, music, games, video, and other digital convergence services for domestic and international markets.

- Catering to the diverse viewing needs of individuals and households, the Company leverages MOD (IPTV) and Hami Video (OTT) to provide a comprehensive entertainment experience. The Company strategically prioritizes obtaining high-grossing films, ensuring early access to popular cinema content from film distributors. Collaborating with award-winning production teams in Taiwan and outstanding international production companies with expanding investment in drama to acquire pivotal exclusive Taiwanese drama content. Additionally, the Company leverages innovative application technologies, incorporating low-latency and multi-angle features, to broadcast popular seasons and major international sports events. Introducing AI technology to develop smart search and recommendation services, along with Hami Video integrating with mobile and broadband services, the Company expands collaborative efforts across diverse channels. This strategic approach aims to broaden the Company's market influence and enhance its competitiveness through multifaceted partnerships.

● Internet Services:

- Taiwan's broadband access penetration rate is relatively high with intense competition, primarily because both telecommunications service providers and cable broadband operators offer broadband access with high speeds and high quality services. As of December 31, 2024, the Company's HiNet broadband ISP subscribers totaled approximately 3.74 million, representing a market share of 52.9%.
- The Company continuously promotes diversified value-added services, combining with cybersecurity, video and personal cloud storage, providing customers with high-quality home internet experience, enhancing customer loyalty and increasing revenue.

C. International Fixed-line Services

- The demand for international voice services has been declining annually as they are being replaced by free communication software. In recent years, domestic operators have actively promoted international data network integration services to offset the decline in voice revenue. As of December 31, 2024, the Company has a market share of 72.9% by outgoing call while market share of ILD telephone revenue was 69.2%.
- Continuously expand the network infrastructure through the construction of new submarine cables and the expansion of existing ones with the principles of Environmental, Social, and Governance, the Company integrates energy-efficient equipment and environmentally friendly engineering technologies to implement energy conservation and carbon reduction measures, meanwhile, minimizing impact on the ecological environment. This initiative aims to meet the high-bandwidth network needs of international enterprise clients while aligning with sustainable practices.
- Continuously promote diverse data network integration services, offering service packages such as MPLS VPN

with multi-brand SD-WAN, SASE and cybersecurity to meet customers' diverse overseas needs for flexible bandwidth usage, simplified operation management and network quality optimization.

1.3 Research and Development

(1) Major R&D Expenditures for the Most Recent Year:

Unit: NT\$'000		
Item/Fiscal Year	2024	2025 (as of Feb. 28, 2025) (Note)
R&D expenses	4,167,200	660,194
Consolidated revenues	229,968,292	36,479,815
R&D expenses as a % of consolidated revenues	1.81%	1.81%

Note: 2025 figures are unaudited.

(2) Major R&D Achievements for the Most Recent Year and Up To the Publication Date of This Annual Report

Chunghwa Telecom's research and development mainly focuses on supporting the Company's business and realizing future growth momentum. Key achievements in 2024 include:

A. Intelligent Information and Communication Technology (ICT) applications

- Integrated 5G, AI, and ICT technologies to develop solutions such as vehicle-to-everything (V2X), traffic simulation and digital twins, traffic enforcement systems, smart inspection of unmanned vehicles, smart maritime ports, smart container yards, and train safety monitoring to support the Company's essential businesses and pave the way for new growth opportunities.
- Developed Metaverse platform and development frameworks, low-latency audio and video cloud rendering service, holographic video exhibitions, AI-based anti-fraud call detection, video chat recommendation robots, end-to-end encrypted communication, Hami Cam home security, telemedicine and health care solutions to create convenient and innovative service experiences for the public.
- Developed Fast Identity Online (FIDO), mobile authentication, blockchain and smart contracts, zero trust architecture, 5G network security, cybersecurity for vehicle-to-everything (V2X), and Post-Quantum Cryptography (PQC) to generate the Company's security business revenues.
- Developed localized, human-centric AI technologies and solutions such as speech recognition and generation, text analysis and generation, fake voice detection, biometric behavior recognition, facial recognition, image understanding, customer sentiment analysis, enterprise AI voice assistants, and intelligent customer service chatbots. These innovations support applications in smart living, smart transportation and security, intelligent customer service and legal AI.

B. Cloud-network integration and management technologies

- Developed all-photonics network, Quantum Key Distribution (QKD) for secure communication, Wi-Fi 6/7 wireless network, 5G/B5G SA network, 5G edge computing, 5G private networks, LEO satellite networks, fixed voice with satellite backup, network APIs and ultra-high-speed access network to enhance network resilience and monetization opportunities in Network as a Service (NaaS).
- Developed technologies and solutions such as cloud-native management, multi-cloud service management, hybrid cloud services and management, edge cloud services and management, cross-cloud container management, cross-cloud virtual machine migration, cross-border cloud backup with data encryption and segmentation, to meet diverse customer needs.
- Developed technologies and solutions such as autonomous management for mobile and fixed networks, network digital twins, intelligent network operation and maintenance assistants, telecom cloud management, and home network management to achieve highly automated and intelligent management for mobile and fixed networks, enhancing operational and maintenance efficiency.

C. ESG green energy and energy-saving technologies

- Promoting base station energy efficiency and the renewal of fixed network equipment while developing energy consumption analysis and air conditioning efficiency technologies for cloud data centers. By implementing centralized energy monitoring and anomaly detection, the Company continuously drives energy conservation and carbon reduction, supporting sustainable environmental development.
- Leveraging information and communication technology to develop solutions for charging station management, solar photovoltaic module inspection, green energy storage, and carbon footprint analysis. These initiatives help enterprises integrate green energy applications and manage carbon emissions, promoting energy efficiency, reducing carbon output, and advancing sustainable environmental development.

1.4 Corporate Development Plan

(1) Long-term Corporate Development Plan

- A. For individual and household business, the strategic development of the Consumer Business Group will focus on "consolidating core competitiveness," "expanding emerging businesses," "intensifying channel touchpoints," and "expanding alliance territories." By leveraging data-driven intelligent decision-making, the Company aims to deepen its second growth curve, enhance customer management, and maintain its leadership position in the telecommunications industry.
- B. For the enterprise business sector, the focus will be on three main pillars: "Enterprise net-zero transformation and industrial digital equality," "AI empowerment for government and various industries," and "Diverse resilient services in cybersecurity, systems, and networks." The Company will target seven innovative technologies (AIoT, Big Data, Cloud/IDC, Data Security, Edge Computing, Fifth Generation Mobile Network, Generative AI) to enable enterprise net-zero transformation, promote digital equality, and deepen the development of AI infrastructure, platforms, and diverse intelligent applications. The goal is to empower vertical industries and provide comprehensive resilient solutions covering networks, systems,

and cybersecurity for both governments and enterprises.

- C. In terms of international business, the Company's strategic focus is centered on "Connecting the world to Taiwan" and "Bridging Taiwan to the world." Through key investments in infrastructure—such as submarine cables and IDC (Internet Data Centers)—the goal is to attract more international customers to develop their businesses in Taiwan. Additionally, by collaborating with seven overseas subsidiaries, the Company is actively expanding key services, including cloud-network and satellite services, roaming and cross-border IoT, ICT services for the global expansion of Taiwanese enterprises, and emerging services. This approach strives to enhance global customer engagement and actively drive revenue growth momentum.

(2) Short-term Corporate Development Plan

- A. Expand FTTx broadband service and encourage customers to adopt higher speed. Focus on 500Mbps promotion, proactively upgrade the upload speed that paired with 300Mbps download speed and implement high-speed broadband (300Mbps~1 Gbps) price reductions with well-known household appliances to increase customer value.
- B. Integrate network resources to improve internet quality and continue developing and expanding integrated services of fixed communication, mobile, data communication and other value-added services.
- C. The Company remains committed to developing 5G and creating value, offering mobile services that transform from "price competition" to "value creation" to encourage customers to increase tariffs and upgrade to 5G services. By providing reliable network quality, expanding signal coverage to the widest and emphasizing the adjoining and maximum bandwidth advantages, the Company strengthens its customer-centric value.
- D. Expand MOD and Hami Video services by introducing major sports events, preferred content and channels for seamless audio/video experiences anytime, anywhere.
- E. Provide diversified voice and data communication solutions and heterogeneous network backup solutions for enterprise clients.
- F. Enhance precision marketing and effectively manage online social media by leveraging big data analysis and CRM platforms in order to improve brand image, strengthen customer relations, and deliver on product sales targets.
- G. Enhance marketing of integrated services and ICT services for enterprise and international clients.
- H. Expand various cybersecurity solutions, targeting households, enterprises and government entities, and strengthen overall information security protection capacity.
- I. Expand the IDC facilities to increase power density and cooling efficiency. Implement AI-driven environmental monitoring systems. Additionally, offer enterprises ultra-fast and stable high-speed network services to attract AI inference demand businesses to the data centers.
- J. Develop internally, or cooperate with third-party partners, to provide total solutions for enterprise clients in the areas of 5G private networks, Extended Reality (XR) and cloud rendering, AI, big data, Fintech, health care, renewable energy installation, energy management and other innovative applications.
- K. Expand domestic and overseas markets in conjunction with the Company's affiliates and strategic partners.
- L. Provide cross-border IoT services through the use of a management

platform and assist domestic and international enterprise customers to achieve the goal of overseas deployment of IoT devices. This service provides customers with management and rapid response to market changes, laying a technological foundation for enterprises' global market expansion.

- M. Optimize the process of binding and activating bill payment, build a "DCB transaction analysis platform," and develop code scanning payment and customized DCB services.
- N. Develop terminal security, Wi-Fi security and other related services. Enhance consumer security product lines and provide diversified security services.

2. Markets & Sales Overview

2.1 Market Analysis

The Taiwan telecommunications market is highly competitive, with high requirements for high-quality and affordable telecommunications services from consumers. Taiwan Mobile merged with Taiwan Star on December 1, 2023 and Far Eastone merged with Asia Pacific Telecom on December 15, 2023. It is expected that after the merger, the market share gap between the Company and the merger entities will narrow. However, the Company still maintains the largest number of subscribers and revenue market share, and customer base continues to grow. The Company closely follows market dynamics and consumption trends, striving to develop more appealing and innovative products with appropriate pricing plans in order to further expand its leadership position during the merger adjustment period and maintain its dominant position.

(1) Individual and Household Market

A. Mobile Broadband Services

- Key offerings and regions: nationwide throughout Taiwan, international roaming outside of Taiwan.
- Market share including enterprise market: as of December 31, 2024, market share by mobile communication subscribers was 38.0%.
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - As of December 31, 2024, the mobile communication penetration rate in Taiwan had reached 126.9%.
 - The Company focused on expanding mobile broadband services with cross-business integration and more competitive product design; as of December 31, 2024, mobile subscriber base (Excluding 040 numbers) had reached approximately 11.29 million, representing an increase of 0.6% year over year.
 - The Company is committed to encouraging 5G migration which will enhance customer value and deepen data usage behavior. Combined with multiple tariffs and value-added services such as Hami Video's live sports broadcasting, the Company have successfully attracted more customers and further improved revenue growth.
- Countermeasures:
 - Leverage the Company's bandwidth resources, accelerate construction of infrastructure, improve customer experiences, expand the mobile customer base, and increase ARPU.
 - The Company will continue to expand coverage of 5G communications across Taiwan, to provide customers with the ultimate 5G network experience and to create a

leading 5G brand.

- The Company provided accurate data to guide customers in groups and promote diversified promotions, accelerating 5G transition to further boost customer value.
- The Company developed 5G smart life devices and innovative 5G applications, providing a variety of value-added services and discounts to further enhance the value of 5G, bringing in new revenue and using "Reward Points Plan" redemption and expanding the Reward Points/Membership economy and consumption cycle.
- Expand market share in the millennials segment by leveraging online stores in order to increase digital marketing efficiency and new customer acquisition.
- Initiate a mobile churn model enhancement plan to achieve maximum retention benefits with limited marketing resources. Fully understand the current status of customer contracts and timely offer diverse 5G promotions to encourage customers to upgrade.
- Provide differentiated incentives based on the attributes of online and offline channels to attract customers to upgrade their plans or services. Continuously optimize the consumer experience to enhance customer loyalty and trust.

B. Domestic Fixed Voice and Broadband Services

- Key Offerings and Regions: nationwide throughout Taiwan.
- Market share including enterprise market: as of December 31, 2024, market share by local telephone subscribers was 91.4%, market share by domestic long distance call minutes was 80.1%, and market share by broadband access subscribers 55.7%.
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - The Company offers diverse broadband internet access services in response to the decline of local telephone and domestic long distance impacted by VoIP technology. As of December 31, 2024, the total number of broadband subscribers is approximately 4.43 million. The Company plans to continue offering higher speed and better quality FTTB and FTTH optical network access in order to fulfill customers' increasing demand for bandwidth, as well as focus on individual and household-oriented smart application services to capture the market.
- Countermeasures:
 - Construct FTTx next generation network (NGN), gradually migrate to VoIP, and provide value-added and integrated services.
 - Enhance CRM, formulate precise customer segmentation with integrated marketing plan and improved customer value.
 - Launch higher speed FTTx services in order to fulfill customer demand and develop new applications for IoT.

C. Internet Services

- Key Offerings and Regions: nationwide throughout Taiwan.
- Market share including enterprise market: as of December 31, 2024, market share by HiNet broadband ISP subscribers was 52.9%.
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - The broadband access penetration rate is relatively high, and on top of that, telecommunications providers have consolidated cable operators, which will likely increase broadband market competition. The Company plans to develop multimedia and high definition audio/video content such as MOD HD and OTT, in order to increase revenue generation.

- Countermeasures:
 - Expand digital convergence services, provide differentiated products, and increase customer value.
 - Expand MOD and HiNet VAS such as integrated packages for video, games, cybersecurity and personal cloud storage etc., in order to increase revenue streams.
 - Expand higher speed internet access and various application VAS with upgrade on upload speed that paired with 300 Mbps and 500 Mbps download speed and add two-way 1 Gbps and provide multiple solutions in order to enhance clients' satisfaction and meet their high-speed internet needs.
 - Analyze customer attributes and service demand using CRM platform, and apply precision marketing to increase the number of customers and enhance traffic and revenue streams.

D. Video Services

- Key offerings and regions: nationwide throughout Taiwan.
- Market share: As of December 31, 2024, total MOD subscribers are approximately 2.05 million, representing a penetration rate of 21.6% (MOD subscribers/Total households) and a market share of 32% (MOD subscribers / MOD subscribers+CATV subscribers).
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - Currently, MOD primarily offers TV channels, video on demand and other application services for the household market. Going forward, the Company will extend personal market services by integrating Hami Video and other OTT content and technology to expand the scale of subscription and allow everyone to enjoy more diverse, more convenient and richer video content services.
 - MOD advantages: customized channel subscription package, 4K and HD quality, on-demand video, multi-screen availability; With continuous upgrades to audio-visual technology, MOD launched new services such as low-latency HLS (LL-HLS), high-efficiency compression (HEVC) for live streaming, 4D multi-view, AR and VR, etc., to provide customers a superior viewing experience.
 - Due to regulation restrictions, the Company currently cannot directly operate or act as an agent for television channels, which adversely impacts its business. In the long term, such restrictions may not be conducive for the overall development and competitiveness of the domestic film and television industry.
- Countermeasures:
 - Expand digital convergence and individual and family integrated services. Introduce AI technology to develop smart search and recommendation services and provide differentiated products and increase customer value.
 - Expand MOD/OTT and digital advertisements such as video, gaming, and shopping, etc., in order to increase revenue streams.
 - Acquire popular content from film distributor and expand investment in Taiwanese dramas. Additionally, leverage innovative application technologies, incorporating low-latency and multi-angle features, to broadcast popular seasonal games and major international sports events. This approach aims to fulfill the viewing needs of both individual and household markets.
 - Actively promote MOD/OTT services, and integrate marketing efforts with broadband and mobile internet services to leverage market synergies.

(2) Enterprise Market

A. Domestic and international mobile communications, fixed-line, internet, and other VAS services.

- Key offerings and regions: nationwide Taiwan (international roaming available).
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - Continue to provide higher speed, better quality enterprise broadband, mobile communication network, etc., in order to fulfill enterprise demand for broadband internet access, etc.
 - Enterprise customer revenue from local and long-distance voice services has declined year-over-year due to the influence of free communication software and more favorable VoIP integration solutions. However, mobile services continued to sustain growth due to 5G technology upgrades and the promotion of corporate SMS value-added services. Simultaneously, revenue from data communication benefited from customer initiatives in digital transformation, while strong demand for network resilience drove growth in satellite services, which contributed to the consistent growth.
- Countermeasures:
 - Provide customers with better quality services, and increase customer loyalty and value with cross-network integration and channel partner alliances.
 - Continue to expand network bandwidth, promote broadband speed increases and 5G upgrades, develop geosynchronous/medium earth /low earth orbit satellite services and provide solutions to meet customer needs.
 - Continue to develop enterprise communication integration and VAS in order to increase VAS revenue generation.

B. Enterprise ICT services (IDC, cloud, cybersecurity, AIoT, mobile application, big data, etc.)

- Key offerings and regions: nationwide throughout Taiwan; in mobile IoT services, the Company is the early telecommunication service provider in Taiwan that is capable of providing NB-IoT and LTE-M (Cat-M1) services for both the domestic and overseas markets.
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - The Company has competitive advantages in technology, telecommunications, large-scale project execution and integration, a renowned brand image, nationwide service channels, providing enterprises with advanced ICT services, and enabling enterprises to achieve respective strategic and operational targets.
 - The government's digital development and ESG green energy policy, combining with ongoing efforts from enterprises to promote digital transformation, have driven the demand for various integrated ICT services for enterprise customers, including IDC, cloud, cybersecurity, AIoT, mobile application and big data.
 - Competitors continue to implement low-price strategies in various ICT services for enterprise customers which has led to a reduction in the Company's profit margins and affected the ability to seize new opportunities in the enterprise market.
 - The government's initiative to promote AI integration in services includes planning to strengthen the foundational environment for AI applications, which is expected to

create demand for the development of next-generation data architecture systems.

- The national green energy strategy and the 2050 net-zero emissions target present opportunities for specialized projects in government smart energy management systems and big data platforms.
- Countermeasures:
 - Deepen and continually expand integrated ICT services for enterprise customers in order to fulfill enterprise client demand for innovative applications and VAS.
 - Provide mobile IoT communication services, enable enterprises to adopt various mobile solutions, and collaborate with global telecommunication service providers to offer terminals for international roaming, enterprise terminal management and IoT solutions, etc.
 - Expand and discover qualified alliance partners to provide sector-specific ICT total solutions for enterprise clients; actively compete for project bidding opportunities from government entities.
 - Enhance overall data processing capacity, reduce service costs, accelerate the launch of time-to-market for data services, and increase the proportion of proprietary product solutions.
 - Promote the next-generation data architecture (Data Fabric) and application solutions to assist customers in developing AI-ready data capabilities. Simultaneously, the Company is developing its proprietary intelligent network management service "Eyver," which offers comprehensive smart intelligence monitoring services for enterprises.
 - Align with the national green energy strategy and extensive green power projects by forming strategic alliances to establish a new market of power plant monitoring and management.

(3) International Market

A. International fixed-line services

- Key offerings and regions: global market
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - The demand from international customers for international bandwidth, IDC, cloud, and cybersecurity services continues to grow, benefiting the development of the Company's IPLC international data circuits, MPLS VPN international corporate networks, and international internet services. Due to geopolitical influences, the relocation of customer production bases has impacted business in some regional operations. However, the establishment of new facilities is expected to generate additional business demand, which should mitigate the impact on related operations.
- Countermeasures:
 - Actively manage submarine cable resources and continue to deploy new submarine cables construction plan and existed submarine cables expansion projects. With a comprehensive submarine cable routing and backup distributed mechanism, enhance the resilience of the submarine cable network to meet the ever-increasing external bandwidth demands of large multinational companies.
 - Continue to advance diversified international data network integration services to address customers' diverse overseas needs, including flexible bandwidth usage, simplified operations management, optimized network quality, cloud migration, and cybersecurity.

B. International mobile and ICT services

- Key offerings and regions: global market
- Future market demand and supply, market growth trends, competitive advantages and disadvantages:
 - International customers' demand for submarine cable, IDC and cloud services continues to grow, which is beneficial for the expansion of the Company's information and communication services.
 - The expansion of global market operations by Taiwanese multinational companies is conducive to the promotion of the Company's overseas information communication and smart solutions.
 - The development of 5G in overseas markets and the rise of demand for digital transformation are benefits to the Company's 5G private network and smart application services export to overseas markets.
 - The new IoT applications are mature and diverse, and domestic and foreign corporate customers have increased demand for global cross-border deployment.
- Countermeasures:
 - Continue to win OTT and Carrier customers, provide Taiwan localized one-stop ICT Services, including backhaul service, IDC, Peering and landing services.
 - Provide one-stop ICT services to Taiwanese companies and foreign customers in Taiwan, allowing them to use Global ICT services when expanding into international markets.
 - Accumulate smart solutions application experiences, cooperate with the Company's high-quality strategy partners, firmly support international customers for developing 5G smart applications, service innovation and transformation.
 - Actively expand the coverage of 4G/VoLTE/5G mobile roaming countries and provide cross-border IoT solutions. Through a global Connectivity Management platform (CMP Platform), the Company helps domestic and foreign corporate customers check equipment connection status in real-time through a one-stop solution, speeding up the global deployment with uninterrupted service operations.

2.2 Main Features and Production Process of Major Products

The Company's leading offerings are domestic and international fixed-line, mobile communications and internet services, which provide communication service, daily life information and audio and video entertainment for individual and household, enterprise and international customers.

The Company's main product features and production processes are service positioning and network planning, construction and post-maintenance.

2.3 Supply of Raw Materials

Not applicable as the Company is not a manufacturer.

2.4 Major Suppliers/Customers Accounting for More Than 10% (inclusive) of Purchases/Sales in the Most Recent 2 Years

None.

3.Human Resources

Year		2023	2024	2025(as of Feb. 28, 2025)
Number of Employees		20,008	20,143	20,012
Average Age		46.4	44.1	45.2
Average Years of Service		19.03	17.46	17.22
Breakdown of Education Level (%)	Ph.D	1.25	1.20	1.21
	Masters	36.94	38.60	38.85
	Bachelors	52.81	53.35	53.18
	Senior High School	8.54	6.54	6.46
	Below (and include) Middle School	0.46	0.31	0.30

4.Environmental Protection Expenditures

4.1 Losses or Penalties Due to Environmental Pollution for the Most Recent Year and Up To the Publication Date of this Annual Report

None.

4.2 Countermeasures and Potential Costs

(1) Environmental Protection and Pollution Prevention

- A. Ensure full compliance with the Air Pollution Prevention Law, Noise Prevention Law and Waste Disposal Law, as well as other environmental protections and related laws and regulations, while taking appropriate preventive measures during the construction of telecommunications projects.
- B. Aim to avoid hours of heavy traffic flow and use low-noise equipment to reduce the environmental impact of living quality for nearby residents when conducting telecommunications engineering work near roads.
- C. After the disposal of lead-acid batteries used in communication, the process follows the regulations of "Waste Disposal Act". The batteries are handed over to a qualified manufacturer registered by the Ministry of Environment for processing and recycling, and should be tracked and controlled by the environmental manifest in sextuplicate in accordance with "Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Waste".

(2) Enhance Environmental Protection Measures for Telecommunication Engineering Construction

- A. When designing telecommunication lines, incorporate environmental protection and pollution prevention into the list of considerations when planning construction sites and

preparing the budget and construction plan report accordingly. Once construction begins, construction site pollution prevention measures will be strictly implemented.

- B. Strengthen on-site environmental protections; when conducting excavation of telecommunications pipelines, avoid waste falling onto the ground and prevent any pollution to the city's appearance or environment during transportation.
- C. Active implementation of air and noise pollution controls in all facility offices; for newly purchased equipment, in addition to strict requirements for manufacturers to provide products that comply with environmental regulations, contractors are also required to comply with regulations during construction to guarantee project quality.

(3) Enhance Energy Saving Measures in Telecommunication Office

- A. Use Power Operation Supporting System (POSS) to control the temperature (humidity) of computer rooms and the peak and off-peak load controls to maintain the temperature of computer rooms between 24 and 28 °C to prevent the occurrence of power demand exceeding contract limits.
- B. In remote areas or suburbs with lower temperatures and better air quality, prioritize the use of natural air, which can significantly reduce energy use in winter months.
- C. Strengthen and improve heat dissipation capabilities of telecommunications equipment, moderately increasing ambient temperature while effectively reducing the power consumption of air conditioning systems.
- D. Adjust air volume or air duct placement for better efficiency in air conditioners by the heating value generated by communication equipment.
- E. Optimize, consolidate, eliminate and choose low energy-consuming products for switches, broadband, and transmission circuits.
- F. Replace telecommunications equipment and centralize air conditioning systems in the machine rooms to improve overall operating efficiency.
- G. Avoid low loading usage of power supply systems to optimize operating efficiency.
- H. Adopt highly-sensible heat-packaged air conditioning systems to improve air conditioning efficiency based on the thermal

load characteristics of telecommunications facilities.

- I. Choose highly-efficient models for newly purchased equipment, installing certain equipment with inverters and accelerating the replacement of older, energy-consuming equipment to reduce energy consumption.
- J. Use air conditioning systems with highly-sensible heat energy-saving units and energy-saving, temperature- controlled frequency conversion cooling water towers and motors to effectively reduce operating power.
- K. Adopt various energy-saving options when planning and designing new air conditioning systems, such as separating cold and hot aisles, frequency conversion return fans, induced ventilation systems and variable air volume systems.
- L. Use natural ventilation air conditioning at suburban base stations.
- M. Implement dormant modes for mobile networks and use AI technology to dynamically open and shut down base stations in deep sleep mode during off-peak hours, aiming to save power and reduce base station energy consumption.

5. Employee Relations

5.1 Workplace Environment and Employee Safety

- (1) The Company and all of its branch offices have set up an Occupational Safety and Health Department to coordinate its occupational safety and health management plans and procedures in accordance to relevant regulations. The Occupational Safety and Health Department focuses on promoting issues related to health and safety management, such as hazard recognition, health and safety controls and assessment, as well as implementing equipment for automatic checks before operation and operating environment monitoring services to continue improving health and safety facilities and create a safe, healthy, comfortable and friendly working environment.
- (2) The Company built three Employee Training Centers in Banqiao, Taichung and Kaohsiung to hold health and safety education training, raise awareness and practice drills for employees and contractors to strengthen awareness of workplace safety, improve health and safety skills and adaptability, and ensure the overall safety of all employees and contractors during everyday work.
- (3) The Company paid NT\$3,500 per employee each year for various employee health examination package options designed for different ages and health risk factors. In addition, the Company hired 21 on-site doctors and 35 dedicated nurses to provide health-related services on-site to support employees' well-being, including planning and implementing health education programs, providing guidelines to promote health and sanitation, education on work-related injury prevention, health consultations, first aid, emergency response systems and health examinations.
- (4) The Company held 11 live streaming in 2024 with 2,719 attendees to promote healthy activities in the workplace. In addition, the Company established various sports and leisure facilities for employees, such as basketball, tennis, badminton, table tennis, exercise bikes, treadmills, and more. The Company continued to enhance employee assistance

programs ("EAP") to care for and improve the physical and mental health of employees. In 2024, the Company conducted 767 EAP consultations, 30 group emotion and stress adjustment courses, 1 special case admission services, and 2 reassuring group admission service, while distributing 12 internal releases related to mental health. The Company held 4 online courses with a total of 19,732 participants to foster a friendly workplace in terms of mental health and to improve the ability of employees to self-monitor their physical and mental health and manage stress.

- (5) To continue promoting the efficiency of occupational safety and health management, the Company proactively adheres to the international standard for occupational safety and health (ISO 45001) and actively undergoes global certification. In 2024, all 27 sites passed the external independent third-party verification audit and underwent annual reviews. Through the systematic Plan-Do-Check-Act management cycle, the Company expects to continue improving efficiency in health and safety management and build a high-quality culture focused on health and safety.

5.2 Employee Behavior and Ethical Standards

- (1) The Company has established a "Code of Ethics of Chunghwa Telecom Co., Ltd.," which includes standards on personal responsibility, community responsibility, and responsibility towards the Company, the public and other stakeholders. Applicable to directors, managers, and employees, its purpose is to prevent unethical conduct and to promote behavior that conforms with requirements and standards, including general principles, conflicts of interest among employees, customer and supplier relationships and conflicts of interest, and related policies and standards that also include the Company's policies towards ethical business practices.
- (2) The "Code of Ethics of Chunghwa Telecom Co., Ltd." can be accessed under "Corporate Governance" within the corporate website (About us > About CHT > Board of Directors > Other Bylaws > Code of Ethics) and Employee Information Portal. The Company conducts annual "Code of Ethics" reviews and online testing in order to strengthen employee ethics and values.
- (3) The Company has established "Employee Appraisal Guidelines" and "Employee Reward/Disciplinary Standards" to conduct employee assessments and to arrange for rewards and penalties.
- (4) The Company has formulated "Disciplinary Measures and Prevention and Complaint Handling against Sexual Harassment" and "Written Statement of No Sexual Harassment" to implement gender equality and actively create a DEI diverse and inclusive workplace. In 2024, the Company conducted a sexual harassment prevention test for all employees, and conduct "Act of Gender Equality in Employment" training for senior supervisors.
- (5) The Company has established "Employee Suggestions and Reward Operations Guidelines" to encourage all employees to actively make suggestions, participate in research and development, reduce costs and expenses, increase productivity, and contribute to a positive and innovative corporate culture.

5.3 Employee Welfare Policy

- (1) The Company has provided employee labor insurance in accordance to the regulations, and in case of any claims, the Company shall actively notify and assist all employees throughout the application process in order to ensure employee welfare rights.
- (2) Manage medical insurance for employees and dependents.
- (3) According to employees' physical capabilities, interests, feedback, and opinions, organize hikes, tours, excursions, sports competitions, and cultural and recreational activities, and provide participation rewards and competition awards to increase employees' motivation for participation in such activities, to promote the development of employees' physical and mental health and increase opportunities for interaction.
- (4) The Company provides employee benefits in order to assist the Employee Welfare Committee to offer various employee subsidies (such as for marriage, birth, children's education, retirement, death of employee, etc.), perks for the three major holidays, employee recreational activities, birthday parties, group insurance and others.

- (5) The Company offers benefits such as family care leave, maternity leave, pregnancy checkup leave and parental leave, in addition to other initiatives, to help young employees with childcare problem and implement gender equality in the workplace, which are superior to laws and regulations.

Employees who have childcare needs can apply for unpaid leave. During the unpaid leave period, employees can apply for allowances from the Bureau of Labor Insurance for a maximum of six months. After expiration of the allowance from government, employees are further entitled under Company policy to receive additional monthly allowances totaling half the sum assured under the Bureau of Labor Insurance during childcare leave. In alignment with the national fertility policy and to retain young talent, the original childbirth subsidy of NT\$20,000 (based on the number of children, with the subsidy available to either spouse) will be increased to NT\$80,000 starting from July 2024. In addition, the Company has begun to provide annual reimbursements of NT\$12,000 to employees with children aged under 6 to align with the national fertility policy and help retain young talent. Concurrently, the Company applied to the local authorities for corporate childcare subsidies and offered the subsidies to employees who have children in daycare.

Beginning in 2022, the Company was the first in the industry to begin to offer to employees with children under the age of 3, the option to apply for a one-hour reduction per working day with no salary deduction. In 2024, the Company will extend its policy to allow employees caring for children under 6 years old to apply for a 1-hour reduction in working hours per day, which has accumulated a total of 306,217 hours of parenting time within this year.

Meanwhile, to create a family-friendly workplace environment and support our employees' childcare, the Company has introduced 16 classes titled "Mutual-help Education and Health Centers in the Workplace" in six major cities.

- (6) The Company has established the Employee Stock Ownership

Trust in order to increase employee welfare benefits, enhance corporate unity, share the successes of business operations, and ensure better living after employee retirement or departure. The Trust consists of pro-rata share-based bonuses based on employee monthly salaries.

- (7) To strengthen employee loyalty and retain talent for stable contributions, the Talent Sustainability Development Retention Program has been implemented starting in 2024. The Company will allocate a fixed percentage of eligible employees' salaries as individual retention incentive bonuses on a monthly basis. However, a recovery mechanism will apply to participants who leave the program before completing the required tenure.
- (8) In 2023, Chunghwa Telecom established the Kaohsiung R&D Center of Telecommunication Laboratories and the Kaohsiung Technology Center of Information Technology Group; we continue to develop R&D and technology in the south and create employment opportunities. We focus on the technology development of AI, information security, cloud services, AIoT and other related enterprise application services. In addition to expanding the recruitment of outstanding talents in the south and increasing the number of employed people in the south, the company also encourages our employees to return to their hometowns and support employees' work-life balance.

5.4 Overseas Delegation and Workshop

The Company has arranged overseas delegations and research opportunities in accordance with its annual budget. A total of 809 employees went abroad in 2024. Compared with 2023, the number of personnel sent abroad has increased significantly by 34.6%.

5.5 Employee Training and Education Program

(1) Employee Training and Education Status

The Company strives to provide all employees with an open and diverse learning environment, primarily focusing on educational training and professional development. The employees can improve their knowledge with access to internal and external training programs, e-Learning programs, a knowledge management system, and guidance from their supervisors and colleagues. In addition, employees can experience many types of training programs, such as new recruits orientation, management and supervisory training, professional knowledge and technology development, marketing and customer relations training, safety and health training, computer training, e-Learning, etc. Furthermore, employees can cultivate their development through job rotations, special project assignments and overseas assignments, to advance their personal and professional lives.

A. Employee Training

- In order to ensure that all newly hired employees can seamlessly join the Company with a basic understanding of the Company's operating guidelines, culture, organization, business, safety, employee rights and responsibilities, etc., the Company arranges relevant courses for training through e-Learning programs.

- Based on the foundation of AGLOW (Attraction: Talent aggregation, Growth: Skill enhancement, Leadership: Excellence in leadership, Opportunity: Career development, Winning: Smooth succession), the Company established various programs for employees of different levels. From long-time employees to new recruits, supervisors at all levels can customize training and accelerate training development for potential employees to name successors.
- The Company's HR team is in charge of planning and executing employee on-the-job training with relevant assessments in order to enable all employees to achieve successful career development, enhance their professional knowledge, and improve their service attitudes and overall performance.
- The employee training and education programs are primarily divided into two categories, professional and managerial, both of which leverage e-Learning programs, community learning, a knowledge management system, and relevant e-Learning satisfaction surveys.
- Employee training expenses totaled NT\$569 million in 2024. Based on a total number of employees of 20,143, the average training cost per person was NT\$28,258. In 2024, a total of 3,679 training sessions were conducted for employees, with 775,450 attendees (including online learning courses). The relevant education and training performance and expenses are as follows:

	Training Categories	# of Classes	# of Attendances	Total # of Man-hour	Fees (NT\$' 000)
1	Management & Supervisory	397	34,743	285,003	97,498
2	Professional Knowledge & Technology	985	34,736	306,564	104,874
3	Marketing & Customer Services	240	7,073	56,832	19,442
4	Safety & Health	240	20,395	94,632	32,373
5	Computer	918	61,861	293,910	100,545
6	e-Learning	899	616,642	626,924	214,469
	Total	3,679	775,450	1,663,865	569,201

B. Employee Professional Development:

- The Company has established "Studying at Universities and Colleges (Including Research Institutes) for the Staff of Chunghwa Telecom Co., Ltd." policy in order to develop talented employees in the areas of telecommunications business, technology and management. Details regarding program participants and fees for academic year 2023-2024 are listed below:

Categories Items	Bachelor	Master	Ph.D.	Total
# of Applications	21	229	44	294
Fees (NT\$)	169,756	4,136,687	408,440	4,714,883

Note: The above table lists all subsidized applications for both the first and second semesters of the 2023 academic year, with the first semester from September 1, 2023, to January 31, 2024, and the second semester from February 1, 2024, to June 30, 2024.

(2) Financial Reporting Related Employees with Mandatory Certifications:

Certifications	Number of people	
	Audit department	Financial, Accounting and Investment department
International internal auditor certification	5	2
R.O.C. internal auditor certification	4	5
International internal control certification	2	1
R.O.C. certified public accountant	-	52
U.S. certified public accountant	-	7

5.6 Retirements

- (1) The Company has established the "Employees' Pension, Consolation Pay, and Severance Pay Guidelines of Chunghwa Telecom," which is in accordance to the relevant Labor Standards Act and Labor Pension Act. For those employees who have retired prior to the privatization of Chunghwa Telecom, their respective retirement benefits are issued by the central government.
- (2) The Labor Standard Act Article 56-1 stipulates monthly provisions to be provided as retirement pensions. These allocations must be managed appropriately by the Company's Employee Retirement Fund Supervisory Committee, and deposited into the Bank of Taiwan under the committee's name.
- (3) In accordance to the Labor Pension Act, the Company contributes a monthly pension rate of no less than 6% of employees' monthly salaries. These contributions are deposited directly into employees' pension accounts held under the Bureau of Labor Insurance.
- (4) In 2024, the number of officially retired employees was 970, and voluntary retirement personnel was 145 for a total of 1,115 retired personnel, all of which have completed the retirement procedures.

5.7 Employee Negotiation and Employee Benefits Protection

- (1) The Company values its employees as one of its most valuable assets. In order to stabilize labor relations, promote labor harmony, and improve labor welfare, the Company and Chunghwa Telecom Worker's Union concluded the collective agreement in 2006. The agreement covers labor conditions for members, welfare measures, occupational safety, internal evaluation, reward and punishment systems, union organization activities, and use of corporate facilities, as well as other labor matters. The provisions in the collective agreement that are more favorable to the employees than those stipulated by labor laws are: "special leave" , "commendation and bonuses after a certain number of years of service" , "perfect attendance rewards" , "education subsidies for employees' children" and other terms.
- (2) As of the end of 2024, the collective agreement coverage rate reached 98.7%. For employees not covered by the collective agreement, we still abide by consistent labor conditions and labor contract regulations in accordance with company policies.

- (3) The Company has established regular, trustworthy, and effective communication channels to increase the frequency and depth of overall communication with labor unions.
- A. The Company's branches convenes regular labor-management meetings in accordance with the labor union agreement. The chairman and president of our company also engage in discussions or telephone contacts with labor union representatives, including the chairman and supervisors of Worker's Union, from time to time. The interaction between labor and management is uninterrupted and there is no time difference in safeguarding labor rights.
- B. The chairman of the labor unions may be invited to attend personnel evaluation meetings, participate in appraisal meetings, business briefings and other important meetings related to employees' rights and interests, ensuring clear communication of operational information to the labor side. In 2023, multiple nation-wide labor-management meetings were convened in accordance with the law, achieving consensus on multiple issues.

5.8 Losses Related to Labor Disputes in 2024 and Up To the Publication Date of This Annual Report

In 2024, our company was fined by the competent authority for violating the Labor Standards Act and the Trade Union Act, as shown in the following table:

The date and reference number of the ruling or administrative action taken by the governing authority	Contents of penalties imposed by the governing authority	The improvement measures made by the company
Letter No. 1130193746 from Fushelao on October 8, 2024	Regarding the issue of overtime, there was a discrepancy between the Company and the labor union, which violated Article 32, Paragraph 1 of the Labor Standards Act and resulted in a fine of NT\$100,000.	We are still seeking administrative relief and actively seeking consensus with the labor union.
Taipei City Labor Letter No. 11360272931, October 22, 2024	Regarding the issue of overtime, there was a discrepancy between the Company and the labor union, which violated Article 24 of the Labor Standards Act and resulted in a fine of NT\$100,000.	We are still seeking administrative relief and actively seeking consensus with the labor union.
Pingfu Labor and Capital Letter No. 1130065370, October 23, 2024	Regarding the issue of overtime, there was a discrepancy between the company and the labor union, which violated Article 32, Paragraph 1 and Article 36, Paragraph 1 of the Labor Standards Act and resulted in a fine of NT\$100,000.	The reason for the arbitration is inconsistent with our company's understanding. Our company strictly abides by the Labor Standards Act and is currently in the administrative relief process.

5.9 Employee satisfaction survey implementation status and improvement plan

1. The Organization and Talent Development Department of the Company conducts an employee engagement survey annually, and the implementation details are disclosed on the Company's official website and in the sustainability report.
 - (1) The survey covers all full-time employees, with its scope including aspects such as organizational identification and well-being, core values, work and development, work environment, leadership and management culture, as well as the newly added aspect of diversity and inclusion (the survey indicators include job satisfaction, sense of purpose, well-being, stress levels, and more).
 - (2) The 2024 employee survey, conducted on a 100-point scale, received a total of 16,426 responses, achieving a response rate of 82.46%. The average score for employee well-being was 89.74, while employee engagement (% of employees with top level of engagement) reached an impressive 95.19%.
 - (3) The survey was conducted for the period from January 1 to December 31, 2024. The results of the survey are disclosed on the Company's website (<https://www.cht.com.tw/en/home/cht/esg/happy-workplace/diversity-and-equality>)
2. The survey results were provided to the relevant departments as a reference for various improvement plans. After consolidating feedback from all parties, we have introduced the following improvement initiatives:
 - (1) Continuously promoting and improving employee benefits to meet employees' needs.
 - (2) Conducted leadership training sessions and expert talks to enhance managerial effectiveness.
 - (3) Conducting DEI activities and enhancements to Promoting Gender Equality and Diversity.

Moving forward, the Company will continue to listen to employees' voices and use their feedback as a basis for improvement, aiming to establish approaches and measures to draw, incentivize, and retain talents, creating a happy enterprise of sustainable development.

6. Cybersecurity Management

Since a solid information and communication security critical infrastructure is the foundation for any telecom operator, the Company aims to achieve its cybersecurity vision by establishing itself as "the most valuable, safe, reliable and trustworthy telecom service provider that meets international standards." The Company has established a "Cybersecurity Policy" and implemented strict risk management and protection measures, which apply to all of the Company branches, operating sites, subsidiaries and suppliers. The Company's policy and measures allow it to act proactively before hack attacks, discover hidden malicious behavior and eliminate any potential threat, while adhering to international cybersecurity standards. Cooperating with the government and international cybersecurity groups, the Company built joint defense mechanisms to effectively enhance its overall cybersecurity defense and adaptation capacities to ensure the safety of operational and customer information.

The Company aims to meet its "Zero Tolerance" goal by implementing its "Cybersecurity Policy" and following the spirit of the ISO 27001 information security management system. Through the Plan-Do-Check-Act (PDCA) cycle, the Company continues to adjust and modify its "Cybersecurity Policy" and incorporate it into operating activities to ensure "Zero" major cybersecurity and privacy incidents.

6.1 Cybersecurity Management Strategy and Structure

(1) Cybersecurity Governance and Operational Structure

The Board of Directors of our company has established a Risk Management Committee, composed of directors with diverse expertise in information and communication technology, legal matters, risk management and auditing, cybersecurity, and other relevant areas. This committee is responsible for overseeing the execution of cybersecurity and personal data protection risk management, and providing necessary recommendations for improvements.

To ensure the effective execution of cybersecurity management, the Company established the "Cybersecurity and Privacy Protection Management Committee." The Chairman represents the Board of Directors and supervises the "Cybersecurity Policy." Simultaneously, the President has been appointed the convener, while the Vice President of the Cyber Security Department, also serving as an advisor to the Chairman's office, holds the position of Chief Information Security Officer (CISO), responsible for supervising the Company's internal cybersecurity matters.

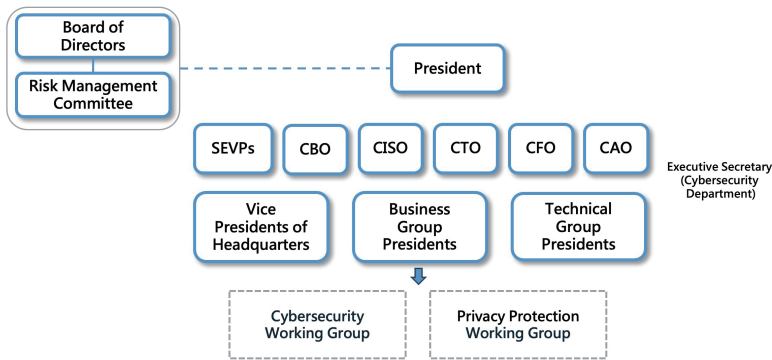
The Company holds regular "Cybersecurity Working Group" and "Privacy Protection Working Group" meetings to implement the policy on behalf of the "Cybersecurity and Privacy Protection Management Committee." The Cybersecurity department includes an executive secretary with responsibilities that range from reporting cybersecurity management performance, reviewing and improving risk-related issues, reviewing the suitability of cybersecurity programs, privacy protection policies and regulations, and supervising and evaluating compliance and efficacy of strategies. The President regularly reports to the Board of Directors on the overall cybersecurity and privacy protection governance status of the Company.

In 2013, the Company built the CHT Security Operation Center (SOC) and gained valuable experience in large-scale hacking and defense scenarios. In 2016, the Company established a cybersecurity department to manage cybersecurity with responsibilities such as alignment of standards with regulations and emerging technological development, formulation of the overall Company Cybersecurity Policy, risk control management, security operations, joint cybersecurity defense, education and training, effective evaluation, and compliance assessments. To meet both domestic and international regulations, the Company continues to improve its cybersecurity-related management system to reduce corporate cyber risks and promote the development of the Company's emerging businesses, thereby providing clients with a safe and credible digital environment.

(2) Cybersecurity Organizational Structure

Chunghwa Telecom Cybersecurity Management Organization - Structure and Duties

■ Cybersecurity and Privacy Protection Management Committee

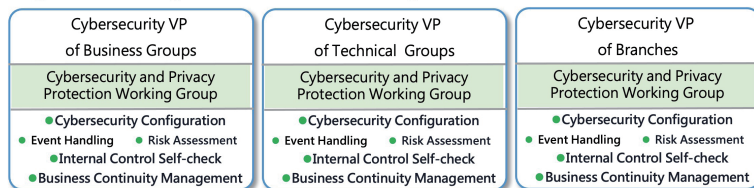


- Cybersecurity and Privacy Protection Strategy and Governance
- Cybersecurity and Privacy Protection Policy and Goal Setting
- Cybersecurity and Privacy Protection Responsibility Allocation and Resources Coordination
- Cybersecurity and Privacy Protection Indicator Measurement and Monitoring
- Cybersecurity and Privacy Protection Performance Measurement and Review
- Cybersecurity and Privacy Protection Emerging Risks and Improvement Guidelines

■ Cybersecurity Department (Chunghwa Telecom Security Operation Center)



■ Cybersecurity Protection and Implementation



- Each business groups and branches have set up their own 'Information Security and Personal Data Protection Executive Committees' to effectively carry out the policy directives of the 'Information Security and Personal Data Protection Strategy Committee.
- Recurring cybersecurity and privacy protection operations, including network device security settings, information security management systems, audit log review, security vulnerability early warning and vulnerability patch

(3) Cybersecurity Management Strategies and Continuously Improved Framework

In addition to building an information security management system that meets international standards, the Company is more risk management-oriented and examines the maturity levels of cybersecurity management. Based on the external environment and internal risk examination results, the Company appropriately adjusts and modifies its "Cybersecurity Policy" and relevant regulations on an annual basis, with continuous investment information security systems.

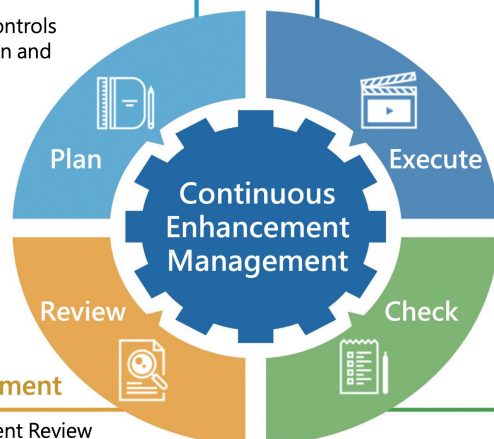
To achieve the goal of "Everyone Pay Attention to Cybersecurity and Cybersecurity Implementation," the Company integrates cybersecurity into individual responsibilities for information security for the entire workforce, and links it to employee performance evaluation and disciplinary actions. In addition, the Company regularly conducts internal and external reviews and audits, passing competent authority inspections. Currently, all of the Company's IT-related infrastructures have passed international cybersecurity standard verification with ISO 27001 / ISO 27011 / ISO27017 / ISO27018 / ISO27701 / BS10012 / CSA STAR Certifications validated and expected to remain on track.

In addition, to ensure the security of the information and communication system and Critical Infrastructure, Chunghwa Telecom established the "Cybersecurity and Privacy Risk Management Framework," taking NIST Cybersecurity Framework (CSF 2.0) as its reference and adhering to domestic and international standards and regulations in implementing effective cybersecurity management and privacy protection measures in order to prevent potential cybersecurity risks.

To fully support and achieve the strategies and goals of each business, the Company established the "Cybersecurity Policy" to meet its operational goals. Approved by the Company's Chairman, the Cybersecurity Policy is published on the employee portal and the corporate website to communicate to all employees, customers, and suppliers, Chunghwa's commitment to meeting its "Zero Tolerance" goal for major cybersecurity and privacy incidents. The Company implements specific and effective strategies for cybersecurity and privacy protection. Through the PDCA management cycle, the Company continues to roll out and improve management performance in cybersecurity and privacy protection.

Risk Identification and Countermeasure

- International Standards and Regulatory Compliance
- Cybersecurity and Privacy Protection Policies and Controls
- Cybersecurity organization and operation
- Risk Management and Protection Strategies



Review and Improvement

- Cybersecurity Management Review and Performance Report
- Review and Improvement of Policies and Security Control Measures
- Identification of new Threats and Risks
- Rewards and Punishments

Prevention, Detection and Rapid Response

Prevention

- Employee Security Training
- Endpoint Security
- Network Security
- System and Software Security
- Cloud Security
- IoT Security
- Physical Security
- Supply Chain Security

Detection

- Intelligent security operation center and threat detection
- Penetration testing, Cybersecurity health diagnosis and Red Team security assessments

Response

- Event handling, incident response and digital forensics
- Cybersecurity information sharing and joint cybersecurity defense

Check and Assessment

- Cybersecurity Evaluation and Measurement
- Business Continuity Management and Drill
- Internal and External audit
- Certified by authorities and third-party certifications

Risk Identification and Countermeasure: Beginning with risk management and based on international standards of ISO27001, ISO27701, BS10012, CSA and NIST, the Company established a comprehensive cybersecurity management system that was certified by third-party certifications. Mastering standard development trends such as ITU, 3GPP and GSMA and cooperating with industry, government, and academic parties like the ORAN Alliance, the Company analyzes risk defense countermeasures and incorporates security requirements into development plans in advance (Security by Design), including policy, management and technology to reduce cybersecurity risks and ensure compliance.

Prevention, Detection and Rapid Response: Through intelligent Security Operation Center (CHT SOC), the Company deploys a multi-layered, in-depth security protection and detection mechanism based on "Zero Trust Architecture." The Company trains employees for cybersecurity awareness resulted in the attainment of over 1000 international certifications in the field of cybersecurity. Through intelligent and automated cybersecurity governance mechanisms to detect cybersecurity threats and violation risks, while regularly implementing penetration tests, cybersecurity health diagnoses, and conducting red team security assessments, the Company has fully integrated cybersecurity management into its daily operations, including employees, facilities, network, systems, applications, data and privacy, and supply chain. The Company also implemented joint cybersecurity defenses with Taiwan's C-ISAC, participating in Taiwan's Critical Infrastructure (CI) & Critical Information Infrastructure (CII) national-level drills, as well as cybersecurity information sharing and vulnerability warnings, to ensure the suitability of information and communication systems and Critical Infrastructure, as well as the efficacy and resilience of cybersecurity protections.

Check and Assessment: To achieve the goal of "Everyone Pay Attention to Cybersecurity and Cybersecurity Implementation," the Company has incorporated cybersecurity and privacy protection indicators into employee annual performance evaluations,

regularly conducting internal and external reviews and audits while certified by authorities and third-party certifications. The cybersecurity KPIs will be assessed based on the results.

Review and Improvement: The Company reviews cybersecurity KPIs and holds review meetings to ensure suitable cybersecurity and privacy protection policies and regulations, offering rewards for outstanding performance, thereby motivating employees to implement cybersecurity policies and regulations while offering additional circumstantial training sessions and other options to violators. The Company continues to identify new threats and risks for defense systems implementation while incorporating and executing case-specific plans.

The Company's "Risk Management Steering Committee" charter includes monthly tracking of management performance regarding cybersecurity and privacy protection. Significant risks are reported to the Risk Management Committee or directly to the Board.

6.2 Detailed Management Measures

The Company continues to analyze cybersecurity risks and defense countermeasures. In addition to passing external certification, it has implemented various detailed measures in seven areas to ensure the strength of cybersecurity and avoid operational disruption that may impact the Company's operations in relation to cybersecurity issues on Critical Infrastructure (CI), network and information systems. These seven Aspects include: (1) Cybersecurity Protection and Management, (2) Personal Information and Privacy Protection and Management, (3) Intelligent SOC and Multi-Layered, In-Depth Security Protection, (4) Critical Infrastructure and Information System Business Continuity Management, (5) Immediate Incident Notification and Quick Response Mechanisms, (6) Third-party vulnerability analysis and Cybersecurity Health Diagnosis and (7) Cybersecurity Insurance.

(1) Cybersecurity Protection and Management

Employee Security Training	<ul style="list-style-type: none"> ● Hold cybersecurity training sessions and classes; encourage employees to obtain international cybersecurity certifications; promote employee awareness and professional capacities for cybersecurity and privacy protection. ● Regularly hold Social Engineering exercises to improve employee alertness to Advanced Persistent Threat (APT) attacks.
Endpoint Security	<ul style="list-style-type: none"> ● Install antivirus, security control software and disable Internet Neighborhoods to ensure devices and software meet security standards.
Network Security	<ul style="list-style-type: none"> ● Deploy multi-layered, in-depth security protection and detection mechanisms based on "Zero Trust Architecture." ● Establish Demilitarized Zone (DMZ) to control network access.
System, Data and Software Security	<ul style="list-style-type: none"> ● Develop software based on Secure Software Development Life Cycle (SSDLC); systems pass the security assessment before launch or updates; applications receive MAS certification marks from the Ministry of Economic Affairs. ● Implemented a two-factor authentication mechanism and data encryption during transmission and backup to ensure confidentiality, integrity, and availability of data. ● Regularly scan for vulnerabilities and patch within time limit. ● Establish software lists; understand the risk of software vulnerabilities and respond immediately through critical vulnerability early warnings, notifications and patching mechanisms to reduce the Zero-Day attacks. ● All developers are required to pass security coding training and tests.
Penetration Test, Cybersecurity Health Diagnosis, and Red Team Security Assessments	<ul style="list-style-type: none"> ● CHT SOC has cultivated a cybersecurity assessment team with more than 10 years of cybersecurity experience and cybersecurity certifications, such as CEH, ECSA, GWAPT, etc.; to simulate hacking techniques, conduct penetrable testing and red team security assessments; patch within time limit if vulnerabilities are found to shorten the Zero-Day (0-day) Attacks.
Cloud Security	<ul style="list-style-type: none"> ● hicloud services passed multiple cybersecurity/personal data protection verifications, ISO27001, ISO27017, ISO27018, ISO27701, and CSA STAR certifications. ● Obtained international verifications, including AWS MSP, Google Cloud Premier Partner; currently the first and only CSP cloud service provider in Taiwan to integrate the world's three main public clouds, AWS, Azure, and GCP, with the localized hicloud, offering services across all four major public clouds.
IoT Security	<ul style="list-style-type: none"> ● Established an AIoT platform to combine cloud, cybersecurity, big data, AI, AR, and other core technologies to provide clients with IoT facilities and security and protection mechanisms. ● CHT Telecommunication Laboratories is recognized as "IoT Cybersecurity Recognized Laboratories," providing security assessment services and ensuring that facilities comply with IoT security standards.
Physical Security	<ul style="list-style-type: none"> ● Implement physical isolation, individualized gates, 24-hour intrusion alarms and video monitoring systems. ● Implement access control systems and prohibit personnel with concerns that may damaging national security from causing machine room breach.
Supply Chain Security	<ul style="list-style-type: none"> ● Establish operational guidelines for vendor cybersecurity management, strengthen the assessment and supervision of suppliers' cybersecurity capabilities, introduce security rating tools to assist suppliers in understanding the cybersecurity landscape and asset exposure to enhance the security of the supply chain ecosystem. ● Partner with credible suppliers, cooperative manufacturers and exclude products with security concerns and manufacturers that may affect national security. ● Standardize "Cybersecurity Complement Provisions" Form to include in contracts for procurement or supplier cooperation. Specify cybersecurity management requirements and penalties for suppliers and conduct supervision and management through supplier self-assessments and on-site audits, as needed.

(2) Personal Information and Privacy Protection Management

To comply with national regulations, the Company has established a "Privacy Policy", which applies to all of our Business Groups, branches, subsidiaries, and suppliers. The policy is published on the Company's official website, and undergoes annual third-party compliance verification. Regarding the collection, processing, use and protection of personal information and privacy data, the Company follows a "Privacy Policy" with specific circumstances announced to customers and relevant laws and regulations. This information is not to be arbitrarily exchanged, leased or otherwise disguised for public exposure. In accordance with government regulations and international standards, the Company has established a personal information and privacy protection management system, analyzing emerging applications through data governance standards and technical guidelines, for the de-identification process, verified by CNS29100-2 standards, assessing risks before business operations, and building both a strict protection measures and a secure environment. The Company continues to improve its high-quality protection technology and increase transparency to prevent client information from data theft, tampering and illegal use. The Company holds comprehensive employee trainings on personal information and privacy protection, and conduct internal and external audits regularly, holding a "Cybersecurity and Personal Data Protection Strategy Committee" meeting every six months to evaluate effectiveness, maintaining the validity of ISO27701 and BS10012 personal data protection certifications, in line with requirements set by authorities.

(3) Intelligent Security Operation Center (SOC) and Multi-Layered, In-Depth Security Protection

The Company's SOC enhances its ability to detect and target deeply hidden, unknown threats using big data and AI. SOC allows the Company to discover hidden malicious behavior and track potential threats in the early stages of hacker attacks. As a result, the Company understand cybersecurity incidents instantly and process settlements.

The Company also implements joint cybersecurity defenses with Taiwan's C-ISAC, Cybersecurity Information Sharing and Vulnerability Warnings, analyzing high-risk, vulnerable external information and distributing security updates, as well as completing patches within a limited timeframe, to ensure the effective and resilient cybersecurity protections.

(4) Business Continuity Management for Critical Infrastructure and Information Systems

The Company established a Network Operation Center (NOC) and quality assessment mechanism for its information system, to provide information on performance degradation and abnormal network symptoms to help resolve issues and prevent complications. To provide customers with comprehensive and uninterrupted services featuring a high degree of resilience against disasters, the Company built the CI, network and information system business continuity management mechanism that allows the Company to maintain operations of key elements under natural and man-made disasters, as well as other cybersecurity incidents.

The Company also formed business continuity plans and emergency response plans to regularly drill, review and provide updates on disaster prevention, network attacks and defenses, sustainable information system operations and record keeping. This will ensure that employees are familiar with operational procedures to minimize the impact of disasters and interrupted operating time, protect the rights and interests of customers and shareholders, and reduce risks while improving competitiveness.

The Company has participated in Taiwan's Critical Infrastructure (CI) & Critical Information Infrastructure (CII) national-level drills for ten consecutive years. In 2024, the Company was awarded the "National CI Protection Assessment Enterprise Designation". This marked the fifth consecutive year of winning the top prize, recognizing the Company's crisis response capabilities.

(5) Immediate Incident Response Mechanism

The Company has implemented the notification, response, improvement mechanism and its related operation procedures for cyber security incidents. Using intelligent SOC, the Company maintains alerts to various cybersecurity attacks at any time and can detect abnormal threats or violations in a timely manner with quick responds and tracks on potential impact. The Company will establish an emergency response team to deal with any impact or losses caused by internal and external cybersecurity threats if necessary.

(6) Third-Party Vulnerability Analysis and Cybersecurity Health Diagnosis

The Company commissioned CHT Security Co., Ltd to execute in-depth cybersecurity health diagnosis from a third-party's perspective, in order to ensure the safety of the Company's information system.

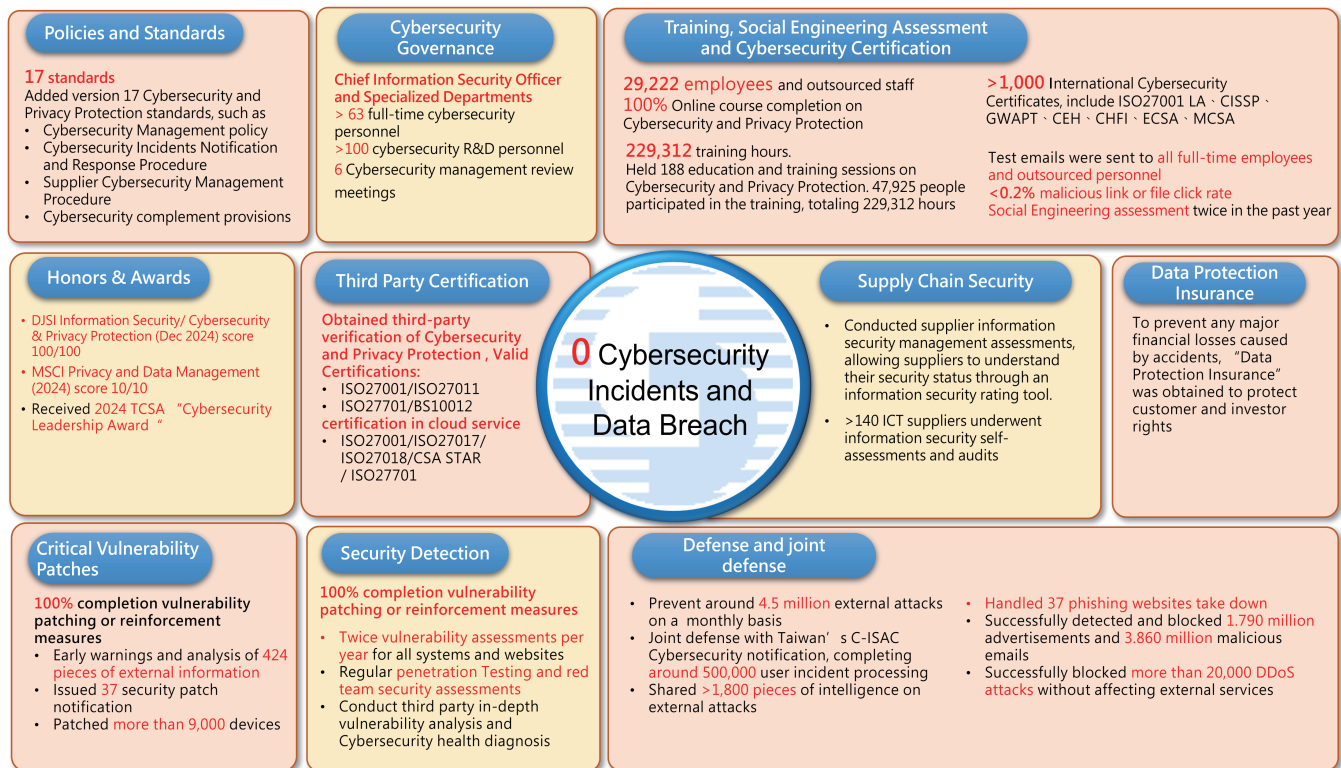
CHT Security's Digital Forensic and Cybersecurity Analysis Center is ISO 17025 certified. Its Red Team Security Assessment is the only ISO 20000 certificated team in Taiwan, having discovered more than 50 Common Vulnerabilities and Exposures (CVEs) on software, website and IoT equipment. In addition, the Red Team is the only cybersecurity service provider in Taiwan to be awarded the highest 5A rating for cybersecurity services by the Executive Yuan for six consecutive years.

(7) Cybersecurity Insurance

To avoid significant financial loss from incidents, the Company invested in "Data Protection Insurance" to protect the rights and interests of both customers and shareholders since 2021.

6.3 Invest in Cyber Security Management

The Company is a dedicated professional cybersecurity solutions provider with a full range of capabilities to detect cybersecurity anomalies and early warnings. Over the years, the Company invested much of its resources to develop high-quality cybersecurity talent. Thus far, the Company has appointed a Chief Information Security Officer and formed a team of about 63 full-time cybersecurity personnel and more than 100 people as part of the cybersecurity R&D team. A summary of our cybersecurity implementation measures in 2024 are as follows:



The Company regularly conducts educational training on "Cybersecurity and Privacy Protection" and requires all employees, as well as contractors, such as outsourced personnel and personnel from subsidiaries assigned to serve the Company, to fully complete these trainings. In addition, advanced training courses are designed for different levels of management, system and network administrators, software and application developers, and cybersecurity managers, to enhance cybersecurity and data privacy protection knowledge and skills, so that employees can incorporate cybersecurity and data privacy protection in the early stages of development. (Security by Design).

6.4 Recent Losses, Potential Impact and Countermeasures Due to Major Cybersecurity Incidents, as of the Publication Date of This Annual Report

The Company has established a comprehensive preventive notification, response and improvement mechanism for information security incidents, creating the "Cybersecurity Incidents Notification and Response Procedure." Through intelligent CHT SOC, the Company can understand cybersecurity risks immediately and respond in advance to prevent losses from major cybersecurity incidents. Regular assessments are conducted to ensure sustained operations, even during accidents or interruptions.

If there is a cybersecurity incident, that situation will be reported according to the existing cybersecurity incident handling procedures. Once confirmed as a cybersecurity accident, the emergency response procedure will be processed immediately and completed within the required time limit. The detailed process is as follows:

- (1) Examine incidents with its scope of impact and damage, which is further rated into different degrees, and responded to accordingly. If rated as a major cybersecurity accident, CHT SOC will report to CISO immediately.
- (2) Establish an emergency response team, initiate emergency response plans, complete loss control or recovery operations, conduct forensic investigations to understand the cause of the incident, assess the scope of damage, preserve evidence and prevent the spread of damage.
- (3) Notify competent authority within the time limit in accordance with the law. If support or assistance from external institutions, such as other business operators, law enforcement units and defense units, are needed, the Company will seek necessary assistance through competent authority's National Information and Communication Security Center (C-CERT).
- (4) Review the damage and impact caused by the accident. Assess and understand the accident, apply learnings to common cases, and draft specific improvement plans to prevent similar accidents in the future.

As of the publication date of this 2024 Annual Report, the Company has not been subject to any punishment due to cybersecurity or data breaches.

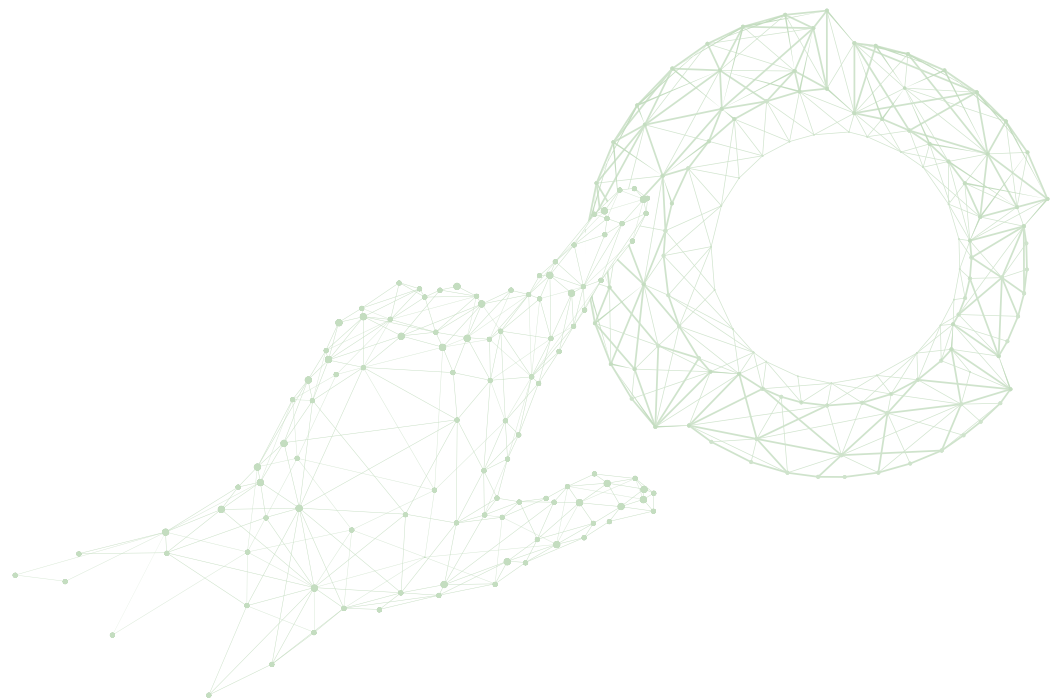
7. Major Contracts

Contract Types	Contract Party	Contract Period	Key Content	Restrictions
Procurement	APPLE ASIA LLC	May 14, 2024 ~Current	Supply and goods for sale	Confidentiality
Procurement	Ericsson Taiwan Ltd.	September 19, 2024 ~Current	Mobile communication equipment	Confidentiality
Procurement	Nokia Networks Taiwan Co., Ltd.	July 16, 2024 ~Current	Mobile communication equipment	Confidentiality
Procurement	ELTA Technology Co., Ltd.	April 12, 2024 ~ December 31, 2024	Digital Content	Confidentiality
Procurement	Hwacom Systems Inc.	January 3, 2024 ~Current	Transmission equipment	Confidentiality
Procurement	Stark Technology Inc.	August 20, 2024 ~Current	Transmission equipment	Confidentiality
Related Entities				
Procurement	Chunghwa System Integration Co., Ltd.	June 28, 2024 ~Current	Cybersecurity and cloud service	Confidentiality
Procurement	Honghwa International Co., Ltd.	January 1, 2024 ~Current	Labor services	Confidentiality
Procurement	SENAO INTERNATIONAL CO., LTD.	May 28, 2024 ~Current	Supply and goods for sale	Confidentiality
Procurement	INTERNATIONAL INTEGRATED SYSTEMS, INC.	January 1, 2024 ~Current	Cloud and information system	Confidentiality
Procurement	Taiwan International Standard Electronics Ltd.	January 1, 2024 ~Current	Exchange and Transmission Devices	Confidentiality

5

Review and Analysis of Financial Position, Financial Performance, and Risk Management

1. Financial Position
2. Financial Performance
3. Cash Flow
4. Major Capital Expenditures and Impact for the Most Recent Year
5. Investment Policies and Key Reasons for Profit / Loss for the Most Recent Year; Improvement Plan and Future Investment Plan in the Coming Year
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7. Others



Review and Analysis of Financial Position, Financial Performance and Risk Management

1. Financial Position

Analysis of Consolidated Financial Position for the Most Recent 2 Years

				Unit: NT\$ '000	
Item \ Year	December 31, 2024	December 31, 2023	Variance (+/-) Amount	Variance (+/-) %	
Current Assets	112,968,313	103,203,567	9,764,746	9	
Property, Plant and Equipment	289,840,144	292,337,742	(2,497,598)	(1)	
Intangible Assets	66,283,202	72,726,545	(6,443,343)	(9)	
Other Assets	65,400,168	55,671,547	9,728,621	17	
Total Assets	534,491,827	523,939,401	10,552,426	2	
Current Liabilities	79,893,042	65,763,215	14,129,827	21	
Noncurrent Liabilities	56,493,929	63,271,846	(6,777,917)	(11)	
Total Liabilities	136,386,971	129,035,061	7,351,910	6	
Common Stocks	77,574,465	77,574,465	0	0	
Additional Paid-in Capital	171,587,279	171,289,086	298,193	0	
Retained Earnings	135,203,263	133,091,645	2,111,618	2	
Other Equity	585,683	352,892	232,791	66	
Noncontrolling Interests	13,154,166	12,596,252	557,914	4	
Total Equity	398,104,856	394,904,340	3,200,516	1	

Analysis for any variation plus and minus (+/-) 20%:

- Current liabilities increased by 21%: primarily due to an increase in the current portion of bonds payable.
- Other equity increased by 66%: primarily due to the increase in exchange gains on translation of foreign financial statements.

Analysis of Parent-only Financial Position for the Most Recent 2 Years

Unit: NT\$ '000

Item	Year	December 31, 2024	December 31, 2023	Variance (+/-) Amount	Variance (+/-) %
Current Assets		81,943,086	74,573,248	7,369,838	10
Property, Plant and Equipment		277,555,283	280,957,955	(3,402,672)	(1)
Intangible Assets		65,835,855	72,268,996	(6,433,141)	(9)
Other Assets		82,203,593	71,592,679	10,610,914	15
Total Assets		507,537,817	499,392,878	8,144,939	2
Current Liabilities		70,162,392	56,259,364	13,903,028	25
Noncurrent Liabilities		52,424,735	60,825,426	(8,400,691)	(14)
Total Liabilities		122,587,127	117,084,790	5,502,337	5
Common Stocks		77,574,465	77,574,465	0	0
Additional Paid-in Capital		171,587,279	171,289,086	298,193	0
Retained Earnings		135,203,263	133,091,645	2,111,618	2
Other Equity		585,683	352,892	232,791	66
Total Equity		384,950,690	382,308,088	2,642,602	1

Analysis for any variation plus and minus (+/-) 20%:

- Current liabilities increased by 25%: primarily due to an increase in the current portion of bonds payable.
- Other equity increased by 66%: primarily due to the increase in exchange gains on translation of foreign financial statements.

2. Financial Performance

Analysis of Consolidated Financial Performance for the Most Recent 2 Years

Unit: NT\$ '000				
Year				
Item	2024	2023	Variance (+/-) Amount	Variance (+/-) %
Revenues	229,968,292	223,199,260	6,769,032	3
Gross Profit	83,385,495	81,432,542	1,952,953	2
Income from Operations	46,873,136	46,353,235	519,901	1
Non-Operating Income and Expenses	880,653	639,411	241,242	38
Income Before Income Tax	47,753,789	46,992,646	761,143	2
Net Income	38,537,502	37,990,536	546,966	1
Other Comprehensive Income (Loss), net of Income Tax	2,080,492	669,213	1,411,279	211
Total Comprehensive Income	40,617,994	38,659,749	1,958,245	5
Net Income Attributable to:				
Stockholders of the Parent	37,220,464	38,659,749	303,756	1
Noncontrolling interests	1,317,038	1,073,828	243,210	23
Comprehensive Income Attributable to:				
Stockholders of the Parent	39,254,340	37,616,527	1,637,813	4
Noncontrolling interests	1,363,654	1,043,222	320,432	31

Analysis for any variation plus and minus (+/-) 20%:

- Non-operating income and expenses increased by 38%: primarily due to the increase in interest income.
- Other comprehensive income (loss), net of income tax increased by 211%: primarily due to the increase in gain from remeasurements of defined benefit pension plans.
- Net income attributable to noncontrolling interests increased by 23% and comprehensive income attributable to noncontrolling interests increased by 31%: primarily due to the increase in net income of CHPT in 2024.

Analysis of Parent-only Financial Position for the Most Recent 2 Years

Unit: NT\$ '000

Item \ Year	2024	2023	Variance (+/-) Amount	Variance (+/-) %
Revenues	192,942,916	188,729,545	4,213,371	2
Gross Profit	71,141,309	70,623,279	518,030	1
Income from Operations	43,113,200	43,436,830	(323,630)	(1)
Non-Operating Income and Expenses	2,491,354	1,820,549	670,805	37
Income Before Income Tax	45,604,554	45,257,379	347,175	1
Net Income	37,220,464	36,916,708	303,756	1
Other Comprehensive Income (Loss), net of Income Tax	2,033,876	699,819	1,334,057	191
Total Comprehensive Income	39,254,340	37,616,527	1,637,813	4

Analysis for any variation plus and minus (+/-) 20%:

- Non-operating income and expenses increased by 37%: primarily due to the increase in investment income accounted for using equity method and interest income.
- Other comprehensive income (loss), net of income tax increased by 191%: primarily due to the increase in gain from remeasurements of defined benefit pension plan.

3. Cash Flow

Analysis of Consolidated Cash Flows for the Most Recent 2 Years

Unit: NT\$ '000

Item \ Year	2024	2023	Variance (+/-) Amount	Variance (+/-) %
Cash & Cash Equivalents, Beginning of the Year	33,823,884	50,192,604	(16,368,720)	(33)
Net Cash Provided by Operating Activities	79,244,321	74,559,793	4,684,528	6
Net Cash Used in Investing Activities	(35,332,123)	(50,174,013)	14,841,890	30
Net Cash Used in Financing Activities	(41,516,027)	(40,730,048)	(785,979)	(2)
Effect of Exchange Rate on Cash and Cash Equivalents	39,634	(24,452)	64,086	262
Cash & Cash Equivalents, End of the Year	36,259,689	33,823,884	2,435,805	7

Analysis for any variation plus and minus (+/-) 20%:

- Net cash used in investing activities decreased by 30%: primarily due to the increase in proceeds from disposal of time deposits, negotiable certificates of deposit and commercial paper with maturities of more than three months.
- Effect of exchange rate on cash and cash equivalents increased by 262%: primarily due to the larger USD position held by subsidiaries and the appreciation trend of USD against NTD.

Analysis of Parent-only Financial Position for the Most Recent 2 Years

Unit: NT\$ '000

Item \ Year	2024	2023	Variance (+/-) Amount	Variance (+/-) %
Cash & Cash Equivalents, Beginning of the Year	22,759,222	37,976,062	(15,216,840)	(40)
Net Cash Provided by Operating Activities	74,088,986	70,628,780	3,460,206	5
Net Cash Used in Investing Activities	(31,984,860)	(46,681,145)	14,696,285	31
Net Cash Used in Financing Activities	(39,835,087)	(39,164,475)	(670,612)	(2)
Cash & Cash Equivalents, End of the Year	25,028,261	22,759,222	2,269,039	10

Analysis for any variation plus and minus (+/-) 20%:

- Net cash used in investing activities decreased by 31%: primarily due to the increase in proceeds from disposal of time deposits, negotiable certificates of deposit and commercial paper with maturities of more than three months.

Projected Consolidated Cash Flow for 2025

Unit: NT\$ '000

Cash & Cash Equivalents, Beginning of the Year	Projected Net Cash Flow from Operating Activities (Note)	Projected Total Cash Outflow (Note)	Projected Cash & Cash Equivalents, End of the Year	Expected Remedy Plans for Negative Balance of Cash and Cash Equivalents	
				Investment Plans	Financing Plans
36,259,689	69,053,353	85,190,671	20,122,371	-	-

Note: 1. The above table is on consolidated basis.

2. Operating activities: Cash flows from operating activities expected to remain stable in 2025.

3. Investing activities: Cash outflows from investing activities in 2025 are mainly on network infrastructure.

4. Financing activities: Cash outflows from financing activities in 2025 are mainly for cash dividend distribution and bond redemption.

4. Major Capital Expenditures and Impact for the Most Recent Year

4.1 Major Capital Expenditures and Source of Funding

Unit: NT\$ billion

Actual or Planned Source of Capital	Actual or Planned Source of Capital	Actual or Planned Date of Completion	Actual or Expected Capital Expenditure	
			2023 (Actual)	2024 (Expected)
Mobile Communications (2024)	Internal Funded	December 2024	9.67	-
Non-Mobile Communications (2024)	Internal Funded	December 2024	19.09	-
Mobile Communications (2025)	Internal Funded	December 2025	-	8.38
Non-Mobile Communications (2025)	Internal Funded	December 2025	-	23.98

Note: The above table is on consolidated basis.

4.2 Expected Benefits

(1) Speeding-up business development:

Focus on leading mobile/fixed-line broadband, LEO, international submarine cable and IDC services by well-constructed network infrastructure.

(2) Enhancing service quality:

Focus on strengthening cyber resilience and establishing high-quality customer experiences.

(3) Improving operational efficiency:

Focusing on the integration of intelligent and automated new technologies for network operations and corporate operations, the Company aims to enhance energy-saving and carbon-reduction initiatives as part of its ESG policy objectives.

(4) Strengthening R&D capabilities:

Focus on developing differentiated products with market competitiveness.

5. Investment Policies and Key Reasons for Profit / Loss for the Most Recent Year; Improvement Plan and Future Investment Plan in the Coming Year

The Company's investment policies are consistent with its operational policies and development strategies, as well as complementary to its overall business and strategic goals, in order to enhance its core competencies, to accelerate new business initiatives and new market opportunities leveraging core strengths, thus achieving the Company's long-term vision.

The major factor behind investment income in recent years is the stable development of operation and implementation of management system. Generally speaking, the Company will continue to promote the strategic integration and development of the reinvestment business in order to achieve original investment objectives and synergies, while Investments are regularly evaluated for strategic and financial performance and investee companies that incurred losses will adopt improvement measures, and when necessary, a dissolution is implemented.

For more details, please also see page 125, Chapter 2, "Comprehensive Shareholding Information Relating to Company, Directors, Management, and Companies Affiliated through Direct and Indirect Investment" and page 183, Chapter 6, "Consolidated Operation Report of the Company and Affiliates."

6. Analysis of Risk Management for the Most Recent Year and Up To the Publication Date of this Annual Report

6.1 Risk management structure and operation

The "Risk Management Policy" is designed to follow the COSO ERM structure and four major objectives, namely, strategy, operations, reporting, and compliance. These rules adhere to five key elements: "Governance and Culture," "Strategy and Goal Setting," "Execution," "Monitoring and Correction," "Information, Communication and Reporting", aiming to establish risk management culture and capabilities, ensuring practical implementation, and timely reporting to the Risk Management Committees/Board of Directors.

To improve the Company's risk management capabilities, at the 7th meeting of the 10th Board of Directors held on August 9, 2023, the Company approved the establishment of the "Risk Management Committee" within the functional committees of the Board. During this meeting, the revised "Risk Management Policy" was also approved. Additionally, the key points of the Company's risk management operational guidelines were revised in 2023, covering aspects such as compliance awareness, goal setting, event identification, risk analysis, risk assessment, risk response, control activities, information and communication, and risk monitoring, to ensure effective risk tracking and risk management. The management department utilizes this information to integrate risk assessment and mitigation into various business operations within the Company.

The policy, scope and the organization chart with its responsibilities of our risk management are listed below:

(1) Policy

Integrate company strategies, actively identify risks, implement risk management, link performance indicators, continuously monitor and improve — toward sustainable development.

(2) Scope

To achieve the four major control goals of strategy, operations, reporting, and compliance, the Company analyzes risk sources by considering internal and external environmental variables. A risk matrix is used to identify and analyze the opportunities and risks of the operating environment. Based on these analyses, the management team establishes strategies and develops risk responses to effectively manage risks. Recent risk events include risks related to market competition, cybersecurity and personal data protection, network quality, infrastructure maintenance and climate change, etc. Enterprise-level risks are closely tracked and managed by the Risk Management Committee to mitigate concerns for shareholders.

(3) Organization chart with its responsibilities

The organization chart of our risk management is listed below:



Line of Defense	Description
<p>First Line: Risk Owner and Approval Process</p>	<ul style="list-style-type: none"> ● Each risk management execution unit carries out daily risk. ● The dedicated owner and approval process are in place in the aforementioned units for risk management in daily operations, enabling timely response and management of various operational risks.
<p>Second Line: Risk Management Project Unit and Regulations</p>	<ul style="list-style-type: none"> ● The risk management and control unit has been created to enforce risk management measures. ● The "Risk Management Steering Committee" and the "Risk Management Committee" jointly form the second line of defense for the management and control mechanism. ● The "Regulations Governing the Risk Management" and the "Directions Governing the Risk Management Operation" have been stipulated as the guiding documents for all employees in operations so as to institutionalize and standardize the risk management processes.
<p>Third Line: Internal Audit</p>	<ul style="list-style-type: none"> ● An independent "internal audit unit" under the Board of Directors has been established, responsible for the third line of defense for management and control. ● The internal audit unit formulates an annual audit plan based on the results of risk assessments and performs assessment and audit of the internal control system. ● Through routine and project-based audits, internal control cyclical audits of each operating site and subsidiary are performed, with audit reports presented, to provide objective verification and recommendations on the operation of the internal control system, offering the management insights into the existing or potential internal control weaknesses. ● Audit results are regularly reported to the Board of Directors and the Audit Committee, and the monthly audit report is submitted to the Independent Directors on the Audit Committee for review, to provide objective risk management effectiveness assessments and improvement suggestions to assist the Board of Directors and managers in assessing the results and efficiency of various operational risk management efforts.

(4) Operating situation

In 2024, the Company's Risk Management Committee and Risk Management Steering Committee held four meetings. In addition to reporting on the implementation of risk management, the Company also discussed major issues.

In 2024, the Company actively tracked and implemented various risk mitigation actions, effectively controlling the ultimate residual risks within overall risk appetite.

In accordance with the Company's risk management operational guidelines, regular risk management training sessions are held. Each year, various risk-related courses are offered, including cybersecurity, occupational safety, information security, and networking. In 2024, the Company also conducted on-the-job training on risk management, including "Corporate Risk Management Practices and Case Studies" and "Risk Management and System Development," to strengthen the Company's risk control and management capabilities.

6.2 Impact of Interest Rates, Foreign Exchange Rates, Inflation, and Mitigating Measures

(1) Impact on company profit and loss

Items	2024 (NT\$'000, %)
Interest Income and Expenses, Net	441,626
Foreign Exchange Gains/(Loss)	(21,619)
Revenues	229,968,292
Income Before Income Tax	47,753,789
Interest Income and Expenses, Net as % of Revenues	0.19%
Interest Income and Expenses, Net as % of Income Before Tax	0.92%
Foreign Exchange Gains/(Loss) as % of Revenues	(0.01%)
Foreign Exchange Gains/(Loss) as % of Income Before Tax	(0.05%)

Note: The above table is on consolidated financials.

- (2) As of December 31, 2024, the subsidiaries have borrowed a total bank debt of NT\$1.85 billion with floating and fixed interest rates.
- (3) The Company executes its financial plan based on a conservative approach. In an attempt to manage interest risk, the Company's interest-bearing liabilities are on fixed interest rates, with appropriate short-term and long-term debt arrangement. The Company's existing long-term liabilities are measured at amortized cost, and changes in interest rates will not affect cash flows and fair value, mitigating any significant impact on the Company as well. The Company will carefully adjust its financing strategy according to the interest rate fluctuation, in order to effectively control interest rate risks.
- (4) In 2024, the Company primarily leveraged forward exchange contracts to reduce its exposure to foreign currency risk.
- (5) In December 2024, the Central Bank of ROC (Taiwan) forecasted the annual growth rates of the CPI and the core CPI to ease to 1.89% and 1.79% in 2025, respectively. The primary uncertainties stem from the US President Donald Trump's forthcoming policies, geopolitical conflicts and climate change, which may have an impact on future inflation trends. However, inflation rates in major economies such as the US and Europe have approached their target ranges. Furthermore, the Company exercises pricing power through optimizing product portfolios and actively managing operating expenses. Therefore, inflation is not expected to generate a significant impact on our profitability.

6.3 Investment Policy for High-risk/High-leverage Financial Instruments, Loans, Debt Guarantees and Derivatives; Key Reasons for Related Gains / Losses, and Mitigating Measures

In 2024, the Company did not provide any loans to others. For details of the Company and subsidiary endorsements or guarantees to others, please refer to the Company's Consolidated Financial Statements and Independent Auditors' Report for the Endorsements / Guarantees Provided Overview Table. This information can be accessed on the "Market Observation Post System (MOPS)/Electronic Books/Financial Statements." The Company is conservative and disciplined towards all derivative financial instruments and forbids instruments with unlimited risk. The Company has established a decision-making authority hierarchy, key operating terms, and standard operating procedures, to serve as bases for financial instrument transactions.

6.4 Future Research & Development Plan and Projected Budget

In 2025, the Company expects to invest NT\$2.77 billion in research and development. This investment will be directed towards developing advanced cloud-network integration technologies and diversified ICT services. The key areas of focus include open all-photonic networks (APN), Quantum Key Distribution (QKD) for secure communication, 5G Standalone (SA) networks, multi-orbit satellite networks and space-air-ground resilient networks, network capability APIs, distributed AI data centers, computing power resource management, generative AI, AI Agents, AI Trust, Risk, And Security Management (AI TRiSM), autonomous network management, high-temperature data center design, microgrid power supply scheduling, post-quantum cryptography, zero trust architecture, metaverse platform and applications, digital twin platform and applications, smart home applications, telehealth for home care, etc.

6.5 Impact from Domestic and International Material Regulatory Changes and Development, Mitigating Measures

(1) Mobile broadband is included in the scope of universal services, and the calculation basis of revenue forgone is clearly defined

On December 30, 2024, the Ministry of Digital Affairs (MODA) revised and issued some provisions of the "Regulations Governing Universal Service of Telecommunications Enterprises," expanding the scope of the competent authority to announce that telecommunications companies can provide universal data services in a few non-remote areas by setting up transmission stations to meet the fundamental telecommunication needs of residents in specific areas. In response to the inclusion of mobile broadband in the scope of universal services, the regulations clearly define the revenue forgone items and calculation methods of mobile telecommunication transmission stations, which are the revenue from the relay circuit of a single transmission station

and a certain percentage of the monthly fee, communication fee, SMS and other service fees earned by the operator for providing mobile telecommunication services. The income is calculated on the base of ratio of the average data transmission volume of the transmission station in the village where the single transmission station is located to the total data transmission volume of the transmission stations in the country, multiplied by the revenue of the operator in the previous year. If the number is negative, the revenue is zero. The above provisions will help the Company to assess the amount of mobile broadband revenue forgone and subsidy losses, and to share costs.

Impact:

After the implementation of this revised regulation, the number of cases of providing mobile broadband universal services in non-remote areas is expected to increase in the future. The MODA will issue a statutory operation announcement based on public needs and require all telecommunications providing mobile communications to cooperate in handling the matter.

Countermeasures:

In compliance with this regulation, in addition to a comprehensive assessment of the construction volume and cost of the Company's universal service on mobile telecommunication transmission stations and related equipment, the Annual Universal Service Implementation Plan will be proposed in accordance with the legal schedule. The provision of relay transmission circuits will be handled on a basis of user charge.

6.6 Impacts from the Evolution of Technology and Industry Development, and Mitigation Measures

New technology and new applications will bring both challenges and opportunities to the industry. With continued investments in R&D, the Company is able to grasp emerging technology trends, using them as a base to further develop new services, increase revenue sources and maximize shareholder value.

(1) Cybersecurity Risk

A. AI Security and PQC Security

With the rapid development of artificial intelligence (AI) and quantum computing, information security faces new challenges and risks. The widespread application of AI technology enhances efficiency and convenience, but it also creates new fronts for cybercriminal attacks. On the other hand, quantum computing poses a threat to existing encryption technologies, making post-quantum cryptography (PQC) a crucial defense for the future.

Measures:

- Establish the AI 2.0 Corporate Strategy Committee to build AI governance principles, such as transparency, protection of personal data privacy, non-infringement, and traceability. We also collaborate with reputable third-party AI solution vendors that implement strict security measures, ensuring they meet relevant security certificates or standards.

- Invest in the research and development of post-quantum cryptography technology, adopting a hybrid encryption scheme that combines existing and post-quantum algorithms to provide dual protection. Participate in standardization testing to ensure the applicability of the new technology and reduce the risk of decryption.
- Strengthen cybersecurity awareness and professional skills by regularly holding cybersecurity training and drills to enhance ability to respond to new threats, also investing in the cultivation of specialized talent. By combining industry-academia collaboration and policy support, a comprehensive security ecosystem is being built to address the cybersecurity challenges of the quantum era.

B. Cloud Security

With the acceleration of digitalization, cloud services have become a major trend in business development. However, this also brings new types of cyberattack risks and cybersecurity challenges. With the advancement of emerging businesses, companies may face cybersecurity vulnerabilities and technological gaps in the cloud environment. If these issues are not properly addressed, they could lead to risks such as operational disruptions and customer data breaches, ultimately affecting the Company's reputation and customer trust.

Measures:

- Aligned with the Company's cloud strategy, strengthen the security architecture and management mechanisms for emerging businesses in the public cloud to ensure the safety and resilience of cloud services.
- Apply the existing security solutions of public cloud services to enhance defense capabilities.
- Continuously develop cloud cybersecurity technology talent and encourage obtaining relevant certifications (e.g., Azure Security Engineer Associate, Google Professional Cloud Security Engineer, AWS Certified Security – Specialty).

C. Software / Firmware / Application Programming Security

Major software and firmware vulnerabilities have been increasing annually, with patching gaps becoming a critical vulnerability in server and network protection. If applications and APIs lack rigorous security design or use insecure open source software (OSS), then security vulnerabilities may arise. Hackers may take advantage of security vulnerabilities to cause service interruption and steal customer data, which could affect the Company's business and cause financial loss.

Measures:

- Develop software following the Secure Software Development Life Cycle (SSDLC), undergoing security testing before system deployment and updates.
- Regularly conduct vulnerability scans and cybersecurity health diagnoses to ensure timely remediation of identified vulnerabilities.
- Through automatic vulnerability detection and early warning mechanisms, the Company can quickly identify software and firmware risks for immediate response and shorten the "0-day" attack window.

- Continuously analyze hacker attack methods and relative evidence-seeking techniques to establish an application security exception detection and notification mechanism.

D. Cybersecurity Threat Detection and Early Warning

In the current environment, hacking techniques are constantly evolving. Advanced Persistent Threats (APTs) can remain hidden for extended periods, making it difficult for the traditional Security Information and Event Management (SIEM) to detect such attacks. The later the detection, the greater the potential damage and losses incurred. Additionally, in recent years, both social engineering attacks and attacks exploiting software and hardware vulnerabilities have become increasingly frequent. Enterprises must have intelligent security monitoring systems and integrate external threat intelligence to enhance their cybersecurity threat warning capabilities from the dimensions of depth, breadth, and speed, in order to maintain high agility and responsiveness.

Measures:

- Cybersecurity threats have become increasingly severe and unpredictable. The Company built the Next Generation Security Information and Event Management platform (NG SIEM) and utilizing threat Intelligence, with a MITRE ATT&CK cybersecurity support framework, which can identify cyber-attack chains, proactively discover hidden malicious behaviors and prevent possible threats in the early stage of hacker-targeted intrusion attacks.
- Cooperate with the national C-ISAC cybersecurity management and joint defense mechanisms to immediately capture information and provide emergency response.
- Utilize AI technology to enhance overall early warning and response efficiency.
- Implement a zero trust network architecture to establish a comprehensive cybersecurity protection mechanism.

E. Supply Chain Security

Recent international trends of information security risk, signal a continued expansion of supply chain attacks as software, hardware, website applications and IT services are often accompanied by externally-supplied information technology and service components. As such, it is difficult for companies to analyze the security of providers or third-party components; therefore, the software supply chain and outsourced providers have become intrusion channels to infiltrate enterprises, increasing the challenges of enterprise information security management.

Measures:

- Establish cybersecurity management operational guidelines for suppliers, reinforce the assessment and supervision of suppliers' cybersecurity capabilities, introduce security rating tools to assist suppliers in understanding the cybersecurity landscape and asset exposure, enhancing security in the supply chain ecosystem.
- Partner with credible suppliers, cooperative manufacturers and exclude products with security concerns and manufacturers that may affect national security.
- Form standardized "Cybersecurity Complement Provisions" to be included in contracts for procurement or supplier cooperation. Specify cybersecurity management requirements and penalties for suppliers and further

supervise and manage, and conduct supervision and management through supplier self-assessments and on-site audits, as needed.

(2) Fiber Access and Transmission Network Technology

Driven by market demand for video and smart home services, cable operator competition for 1 Gbps broadband, and in compliance with the government's "Smart Country Plan (2021-2025)" with the goal to achieve "90% 2 Gbps coverage by 2025," the Company is actively expanding its business by increasing broadband speeds, accelerating fiber deployment in more areas, and broadening its coverage. The Company also introduced new technology, including XGS-PON, in 2021 to provide customers with 2Gbps ultra-high-speed broadband internet access services, solidifying its competitive advantage in broadband and creating additional high-speed broadband service revenues and profits. From a fiber access technology strategy perspective, the Company is accelerating its deployment and coverage of 10G PON (XGS-PON) in the short term, with plans to evolve to 50G PON (HSP) and 100G PON (VHSP) in the medium to long term. Additionally, the Company is enhancing AI-driven intelligent maintenance and ESG energy-saving technology. In addition, the Company is actively participating in the next-generation communication platform – Innovative Optical & Wireless Network (IOWN) – focusing on All-Photonics Network (APN) technology. This initiative aims to achieve high-capacity, low-latency, and energy-efficient networking, aligning with the Company's ESG sustainability vision and reinforcing its leadership role in the industry.

At the same time, in order to meet increasing traffic demand from broadband customers, the Company's transport network strategy is to upgrade existing OTN (Optical Transport Network) network to high-speed wavelengths (200G/400Gbps) in the short term, and gradually evolve to the open architecture All-Photonics Network (APN) in the medium to long term. The Company plans to gradually evolve to an open architecture All-Photonics Network (APN) supporting speeds from 400G to 1.6Tbps, delivering ultra-high-speed and low-latency circuit services.

(3) Cloud-Native Network Technology

Network technology is evolving towards openness, programmability, virtualization, and cloudification. The Company has deployed a 5G SA pre-commercial network, establishing a cloud-native open management platform that enhances flexible resource scheduling while improving backup and recovery resilience. It has also integrated a slice order management system with the Paragon slice service platform, successfully supporting slice service application scenarios. The Company has established a cloud-native open management platform, which includes cloud maintenance capabilities for network element and equipment energy management, providing power consumption and carbon emission estimates for both virtual and physical devices. The edge cloud maintenance system supports open architecture management for the container cloud platform, including container platform integration, resource monitoring, and management of Cloud-Native Functions (CNF).

(4) Next Generation Wireless Technology

With the rapid advancement of wireless technology, the Company makes long-term investments in advanced technological research and development, participating in domestic and international 4G/5G organizations for standard formulation and R&D, including 3GPP and NGMN, to understand the development of next generation mobile communication technology. At the same time, the Company continues to lead in the promotion and evolution of 4G LTE and 5G NR technology, including Voiceover LTE (VoLTE) high-definition voice service and 5G NR combined with 4G LTE multiple CA (Carrier Aggregation). For 5G network construction, the Company exclusively imported advanced Centralized Radio Access Network (C-RAN) architecture. In response to the development trend of B5G open network architecture and 6G hybrid terrestrial and non-terrestrial networking, the Company not only launched the largest 5G network slicing field trial in Taiwan and established the Open Radio Access Network (O-RAN) end-to-end real network integration test environment but also invested in R&D focused on 6G-related technology, such as that of LEO satellites.

(5) IPTV / OTT Media Services Technology

As a result of the rise in OTT and connected TV, the MOD/OTT service platform provides consumers with more user-friendly UX/UI and new functions. The platform uses big data analysis to accurately recommend films to users and integrate multi-screen devices for smart home video and audio applications, providing ubiquitous viewing experiences and comprehensive, synergistic services. At the same time, the MOD and Hami Video service platform will continue to provide high-quality digital content and ultra-high-definition (4K) on-demand video, live streaming and interactive video services. Together with domestic film and software companies, the Company will continue to develop innovative services and develop new business opportunities.

MOD application services trend towards TV app expansion and will integrate smoothly with internet technology advantages, such as on-demand OTT network video and audio, live concerts, social network sharing, cloud gaming, augmented reality applications, video recommendations and advertising. Meanwhile, to further develop MOD application services, the Company will continue to integrate multi-screen equipment, such as tablet computers, smart phones, OTT box, smart glasses and others, to provide new experiences to multi-screen mobile application users. Additionally, MOD application services will be incorporated with smart speakers to launch health management and care, smart voice control, house automation and other services to fulfill future demand in smart home living and entertainment.

(6) AR / VR Technology

With the widespread adoption of fixed-line broadband services above 300Mbps and mobile 5G broadband services, a broader development space has been created for AR/VR application scenarios. This further drives the upgrade of immersive experiences in cultural venues, enterprises, and

campuses, paving the way for future XR applications in the metaverse. In the field of VR applications, the latest head-mounted display devices not only enhance resolution and field of view but also integrate high-precision eye-tracking and haptic feedback technologies, allowing users to enjoy more realistic audiovisual entertainment. In terms of AR application services, technological advancements have made AR devices lighter and more portable. We have partnered with smart glasses agents to continuously promote the introduction of AR remote collaboration application services into factories or maintenance operations. In educational and cultural exhibition venues, interactive experiences are provided through integrated virtual and real learning and experience environments, further enhancing the fun and attractiveness of learning and exhibitions. By integrating XR applications, new business models and digital transformation are being realized. The Company is actively investing in Metaverse development and innovative technologies, collaborating with cities to host live broadcasts, exhibitions, and guided tours in simulated scenarios. These efforts accelerate market expansion and talent development, aiming to build a forward-looking competitive advantage.

(7) Cloud Computing Technology

In regard to the cloud business, the Company has obtained international certifications such as AWS MSP (Managed Service Provider), Google Cloud Premier Partner. In addition, the Company is the first Cloud Service Provider (CSP) in Taiwan to integrate the world's three core public clouds AWS, Azure, GCP and localized hcloud, while possess and provide four core public clouds services. Currently, there are over 6,000 various types of enterprise and individual users. By packaging products and solutions, the Company is actively exploring new market opportunities.

Chunghwa Telecom continues to promote hcloud services and strategically cooperate with three major public cloud companies to help government, schools, information and communication industries and small- and medium-sized enterprises quickly access the cloud. In 2024, the Company will continue to strengthen the combining of carrier-class high-speed networks, CMCX multi-cloud migration, Software Defined Data Center (SDDC), IDC computer room and information security compliance advantages, to provide integrated solutions, such as direct network connection and stable transmission, cross-cloud deployment and multi-cloud management, off-site backup and disaster recovery, DevOps agile development, migration architecture optimization, public and private GPU resources integration solution. The Company is also actively assisting enterprises in digital transformation by providing SDDC (Software-Defined Data Center) services for building private clouds, ensuring compliance with data localization requirements.

(8) Internet of Things (IoT) Technology

In recent years, the IoT applications have evolved significantly, integrating AI, big data, cloud and information security to drive service innovation through cross-domain integration. The convergence of AI and edge computing, along with the incorporation of ESG principles and social values, have

become key drivers for the widespread adoption and scalability of IoT solutions. The Company has prepared a comprehensive range of IoT access networks such as NB-IoT, Cat-M1 and fixed-line broadband transmission technology. In recent years, the Company has continuously developed various types of innovative IoT application and services, leveraging its strong infrastructure, advanced technologies, and ICT integration capabilities. By incorporating cross-domain industry-academic cooperation and applications, it provides IoT solutions tailored to key sectors such as government, public enterprises, technology, manufacturing, finance and retail to meet the needs of different industries.

(9) Artificial Intelligence (AI) Technology

In recent years, due to the emergence of generative artificial intelligence (GAI), AI has become a key area of competition. The Company has invested in AI technology research for many years, focusing on key technologies such as image recognition and understanding, voice perception and synthesis, natural language processing, intelligent human-machine interaction, machine learning platform, personalized product recommendations, and smart customer tagging. Through this, the Company has accumulated extensive experience and achievements while actively positioning itself to seize new opportunities in GAI.

In response to AI development, the Company has established an enterprise-level AI Development Office (AI 2.0 PMO) in 2023. This office not only formulates enterprise-level AI development strategies but also integrates resources from technical and business departments within the company to jointly invest, actively position, and seize new AI opportunities.

Major Achievements in 2023:

- (1) Constructed an efficient AI resource allocation.
- (2) Creating the Chunghwa Telecom AI Computing Cloud Open Platform.
- (3) Facilitated technical and business exchanges between the parent company and subsidiaries, continuously developing "internal and external" GAI innovative application productization projects.
- (4) Launched AI-powered application services in areas such as home, security, transportation, cybersecurity, customer service, intelligent law, and AIDC computing power leasing, empowering enterprise and government customers for intelligent transformation.

Focus Areas for Development in 2024:

- (1) Infrastructure: Based on the Company's data center construction expertise, new or upgraded local data centers were transformed into AI data centers, expand computing cloud service capabilities, and deepen the concept of AI sovereign cloud.
- (2) Technical Platform: Created an AI Factory technology integration platform, to consolidate computing power, models, and tool resources, providing comprehensive one-stop support to improve AI application deployment efficiency.
- (3) Internal and External Applications:
Internal: AI applications were planned for various functional systems, encouraging employees to propose

innovative ideas. Resources from various institutions were integrated through six Catalyst projects (smart counter, smart customer service, smart law, SDLC development assistant, M365 Copilot introduction, GPU computing power pool construction), creating comprehensive development from basic cloud network, tool platform, and model to internal and external AI applications.

External: Launched AI-enabled services covering fields such as law, finance, healthcare, manufacturing, transportation, and government, achieving balanced development of internal and external AI applications.

- (4) Talent Cultivation: The Company continuously assessed professional capabilities, cultivated and introduced technical talents in the AI field, consolidated competitiveness, and supported the development and implementation of AI solutions.

Development Direction for 2025:

Based on the development achievements in 2024, the focus will be on "popularization" and "deepening" development, with the main objectives being:

- (1) Assist all employees in adopting AI applications:
Ensure that all employees use AI tools in their work and improve workflows across various functional systems.
- (2) Optimize and innovate company operational processes:
Optimize existing operational processes, innovate business operating models, and improve business operational efficiency.
- (3) AI empowerment/co-creation with customers:
Actively develop AI solutions, promote applications in various industries, facilitate industry upgrades, establish a mutually beneficial ecosystem, and create business value.

(10) Big Data

The Company has integrated internal telecom data, external public opinion data and public government information to build a comprehensive data lake. By leveraging AI and big data analytics, the Company optimizes base station deployment to enhance user experience. Currently, 5G base station coverage exceeds 98% of the population, positioning the Company as an industry leader in mobile network quality and speed. With the power of big data analysis, the Company assists customers in dealing with different customer groups, engaging in precision marketing of new products, providing direct services to indecisive customers to improve retention rates and increase the value of loyal customers to drive business growth. In strengthening channel management, the Company uses big data to optimize smart store location selection, enhancing operational effectiveness. A smart channel recommendation system has been established to enable personalized recommendations, proactively offering product and service suggestions based on customer preferences.

(11) UAV Application Technology

With the advent of the 5G era and the vigorous development of AI, the Company has integrated 5G, AI, unmanned vehicles and other technologies. It is actively invested in the development of unmanned vehicle intelligent inspection application technologies, such as drone fleet management

systems, image streaming modules, deep learning AI image recognition and detection technologies, image stitching, 3D modeling technologies. These innovations provide applications for security inspection, power equipment and base station inspection, environmental change monitoring, aerial logistics and other applications, which can effectively help solve challenges of on-site inspections such as large inspection areas, inaccessible locations, lengthy manual inspection process time, and hazardous environments, effectively improving operational efficiency and personnel safety. The Company also developed drone radio frequency identification (Remote ID) and flight management (UTM) systems to assist the Civil Aviation Administration and other relevant agencies in promoting drone management and safety policies.

(12) Non-geostationary Orbit Satellite Technology

With the reduction in rocket launch costs and the emergence of new technologies such as high-throughput and software-defined satellites, new international Medium Earth Orbit (MEO) and Low Earth Orbit (LEO) OneWeb satellite systems are rapidly developing. At the end of 2023, the Company introduced the mature LEO OneWeb satellite service to assist the government in establishing an emergency LEO satellite communication network during the Hualien earthquake in April 2024. In collaboration with the Ministry of Digital Affairs, the Company completed the Digital Resilience Verification Project, strengthening disaster response mechanisms. In August 2024, the Company introduced the MEO SES O3b mPOWER satellite service. With its low latency, high speed, and global coverage features, it combines with the Company's own geostationary satellite, ST-2, to form a high, medium, and low Earth orbit satellite constellation network. This not only provides customers with network resilience solutions but also expands the scope and diversity of the Company's satellite services. The Company is expected to complete the relevant regulatory procedures in the first half of 2025, securing exclusive rights to provide commercial services for OneWeb and SES O3b. With a comprehensive deployment of high, medium, and low Earth orbit satellite networks, the Company aims to capture related business opportunities. Furthermore, the Company has formed alliances with major domestic manufacturers to develop multi-orbit satellite terminals in order to promote Taiwan's satellite industry.

6.7 Impact of Corporate Image Changes on Crisis Management, Mitigating Measures

- (1) The Company's maintained its well-respected corporate image in the most recent year.
- (2) The Company maintains its dedication to providing foundational infrastructure and industry services, complying with government regulations, strengthening corporate governance, and has established in stakeholders' minds a reputation of high quality, reliability, and trust, and in 2024 received multiple domestic and international awards and recognition in areas including trust, service, innovation, and sustainable development. <https://www.cht.com.tw/en/home/cht/about-cht/award-and-recognition/award>

6.8 Expected Benefits and Risks from Mergers, Mitigating Measures

(1) Expected Benefits

The Company plans to focus on strategic investments that are complementary to its business and strategic goals, in order to expand its business scope, increase sustainable growth and profitability.

(2) Potential Risks

The Company may not realize the benefits from its investments, due to lack of information or risk analysis, thus adversely affect its business and financial performance.

(3) Mitigating Measures

- A. Prevent lack of information or risk analysis for investment evaluation
 - Follow the development strategy of the Company, formulate a clear investment strategy, and review it regularly.
 - Establish detailed evaluation SOP, with necessary reviews and revisions depending on the actual outcome.
 - For investment due diligence and valuation, the Company may engage professional legal counsel, certified public accountant, and investment bankers in order to enhance the overall evaluation process.
- B. Minimize investment related material under-performance
 - Assist investment subsidiaries in establishing risk management system, conduct periodic analysis of the subsidiaries' operational performance and risk factors, in order to better manage the subsidiaries' achievements.
 - Conduct periodic review of the investment subsidiaries' actual performances against the original projection in order to better supervise and formulate possible contingency plans.
 - Establish acceptable business coordination practices between the Company and its affiliates, in order to maximize group synergies and improve the performances of investment subsidiaries.

6.9 Expected Benefits and Risks from Plant Facility Expansion, Mitigating Measures

None.

6.10 Concentration Risks from Supplying and Sourcing, Mitigating Measures

For consumers who purchase terminal devices such as mobile handsets, tablets, etc., and if the pricing or other factors of these devices do not fulfill consumer expectations, then the Company may incur inventory risks. The mitigating measures are as follows:

- (1) The Company procures terminal devices according to the contracts and actual orders that are placed in batches depending on pricing, sales status and inventory level. Any unpaid balance is considered a cancellation with automatic contract termination, thus effectively controlling Customer Premise Equipment (CPE) inventory.

- (2) Inventory management: consistently track product sales and inventory turnover, with periodic reporting of sourcing/sales/inventory status.
- (3) Pricing adjustment: effective pricing controls are established based on sales management policy, current market demand, supply status, as well as the competitive situation.
- (4) Form business alliances to increase effective sales channels and promotions: collaborate with vendors in other industries in order to increase revenue streams.
- (5) Measures for inventory management of products in the market:
 - Purchasing and inventory management: The procurement quantity is conducted in batches, based on estimated sales and inventory levels. Regular reports are generated for sourcing/sales/inventory and promotional activities are scheduled to accelerate product clearance or arrange batch returns as appropriate, based on the turnover rate and sales life cycle of the product, to effectively manage inventory of marketable goods.
 - Price adjustments: External sales prices and product sales are periodically reviewed. Negotiations are held with suppliers to obtain promotional schemes and reduce product costs, maintaining the Company's profits.

6.11 Impacts and Risks from Significant Changes in Shareholdings of Directors and Major Shareholders Holding More Than 10% of Shares Outstanding, and Mitigating Measures

None.

6.12 Impacts and Risks from Changes in Management Control, Mitigating Measures

None.

6.13 Significant Lawsuits and Material Non-Litigious Matters

None.

6.14 Other Major Risks and Mitigation Measures

In 2024, Taiwan experienced the Hualien earthquake, Typhoon USAGI, Typhoon KONG-REY, Typhoon KRATHON, Typhoon GAEMI. During these disasters, the Company set up emergency response teams to direct manpower and resources towards proactively enacting disaster emergency repair and support, and to ensure the speedy recovery of normal telecommunications services for customers.

As the largest integrated telecommunications operator in Taiwan, the Company attaches great importance to the security protection, adaptability and resilience of Taiwan's critical infrastructure, the core network are designed with mechanisms such as remote/heterogeneous backup, multiple routing, decentralization and physical security for the basic requirements for disaster resilience; and when a large-scale disaster occurs, the basic service level will be restored in the shortest time with no failure causing the network paralyzed.

The impacts of natural disasters on network operations, and its countermeasures, include:

(1) Potential Risks

Taiwan is located in a region susceptible to natural disasters, and various telecommunications infrastructure could easily suffer damage. Once a larger scale disaster happens, customers could be disconnected from communications and disaster alerts, and even isolated from disaster relief to bring to the losses of lives, property, and the revenue of the Company.

(2) Mitigation Measures

A. Establish "Natural Disaster Emergency Response and Repair Plan"

The Company has completed a "Natural Disaster Emergency Response and Repair Plan" in order to enable measures such as a disaster prevention organization, disaster relief resource preparation and dispatching, and emergency management and repair processes, with roles and responsibilities established accordingly, to serve as the basis of emergency management and repair activity for all units within the Company and to quickly restore basic communications services in disaster areas, provide connections to emergency support, and minimize communications services disruption time.

B. Fixed Communication

A number of optical cables around Taiwan are deployed to form multiple ring-shaped backbone transmission routes. In order to prevent disaster losses from spreading, the Company has enacted measures such as strengthening multi-routing repeater transmission for remote regions, wireless routing backups, increasing power backup capacity, and international submarine cable system backups, in order to promote the level of overall disaster prevention and defense capabilities. In addition, annual drills are conducted on network and equipment dispatch and repairs in order to increase familiarity with disaster preparedness and relief, and lower losses caused by disasters.

C. Mobile Communication

The Company's mobile core network employs a multi-point backup system, with multiple mobile core network data centers built across the region to provide back up for each other. In 2024, the VoLTE voice system was further expanded to enhance backup, achieving objectives such as minimizing the impact scope, accelerating service recovery, and optimizing network resilience. This prepares the VoLTE network to independently handle voice traffic after the shutdown of the 3G network. The base station construction uses overlapping coverage design, therefore, if a single or multiple base station fails, other nearby base stations can still provide radio wave coverage. If a natural disaster causes mobile communication disruptions, the Company has prepared microwave and satellite systems to provide transmissions or be used with heavy-duty off-road vehicles as base stations, and are able to, depending on the severity of the disasters, serve as mobile base stations to establish communications with the outside world within a short period of time. Additionally, in 2023, the Company has purchased cellular network technology, which provides emergency service contacts

and transmits real-time images to and from the military, police, firefighters, and the public in disaster areas, to accomplish disaster relief efforts successfully. Also, the Company has prepared satellite-based cell on wheels or portable satellites available for rapid deployment to key facilities. These units can swiftly access critical data centers, switch and connect satellite transmission links, and quickly restart key base stations at multiple essential locations (such as county and city governments, military, police and firefighting units, and high positions) to provide basic communication services. In addition, the Company will strengthen the construction of base stations, duplicate radio wave coverage, and conduct periodic disaster prevention drills along single-access traffic arteries, such as Suhua, Nanhui and Alishan highways, to ensure mobile communication network operation and increase natural disaster defense resilience. To enhance the network resilience, the Company will actively deploy core network cloudification and Non-Terrestrial Network (NTN) technologies in response to large-scale network outages or emergency coverage extension needs.

The Company's "Public Warning System (PWS)" service plays a crucial role during natural disasters, industrial accidents, or emergency events. This system enables government agencies to broadcast alerts with distinctive sounds to specific areas or the entire region. These alerts are designed to promptly inform the public to prepare for evacuation or to leave hazardous areas, thereby safeguarding lives and property. The system has received high praise from both government entities and the public. It has been effectively used by the Central Weather Bureau for real-time earthquake alerts. Notably, during the Hualien earthquake on April 3rd of this year, the system demonstrated its capability by providing timely alerts, assisting citizens in taking appropriate action during the intense tremors.

D. Data Communication

The Company's HiNet network employs multiple routing and highly reliable backup networks, with real-time surveillance to manage routing traffic flow. In international routing, multiple distributed submarine routings are employed in order to avoid obstructions and bottle necks arising from single-point failures. At the same time, the Company collaborates closely with international providers in order to improve direct international connection bandwidth and increase international internet communications quality.

E. Communication of International and Domestic Submarine Cable / Satellite Communication

To strengthen international submarine cable stations and the dispersion of routes, the Company plans to construct new submarine cable stations to constitute north-south remote backups, reducing the impact of regional disasters. In addition, the Company continues to cooperate with international IT companies to construct new submarine cables. Cable landings are dispersed through the cable stations in the southwest, southeast, northwest, and northeast of Taiwan. Additionally, the Company plans to deploy submarine cables through diverse routes in the Asia Pacific regions, improving the resilience of the submarine cable networks. To enhance the communication resilience of outlying islands, the Company constructs domestic

submarine cables with multiple routes, uses microwaves and satellites as the second and third backups, and expands equipment as needed.

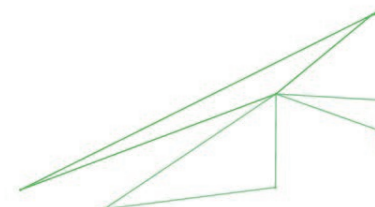
Satellites are the critical infrastructure for Taiwan's connection to the world. Therefore, Chunghwa Telecom has devised a multi-orbit satellite development strategy, encompassing GEO (Geostationary Earth Orbit), MEO (Medium Earth Orbit) and LEO (Low Earth Orbit). The Company owns the autonomous GEO, ST-2, and is developing its next generation satellites. Additionally, the Company collaborates with international GEO companies to further enhance service capabilities. For MEO and LEO, the Company is introducing major international services, leveraging their advantages of high speed, low latency, large capacity, and extensive coverage. By integrating multi-orbit satellites and complementing terrestrial networks, the Company can provide diverse solutions in times of contingency or conflict.

F. Power Back-up

Electricity is the foundation of all information and communication services, which makes up power grids, and the grids build the telecommunications network. The Company has been committed to strengthening the resilience of the power supply system and has equipped with diesel generators and batteries in all of its telecommunication equipment offices, to ensure uninterrupted power supply. In addition, the Company is equipped with large-scale mobile trailer generators and related power distribution facilities in various areas that can be towed by trucks. When the power system in telecommunication equipment offices is damaged, emergency power can be supplied in a short time to restore network services. Also, each office has a fuel resupply mechanism to transport and replenish diesel fuel in real time, to maintain long-term emergency power supply. In addition, there are standby maintenance personnel and equipment ready to dispatch and support in each area, providing the most stable and reliable power services to ensure the quality of telecommunications network services.

7. Others

None.

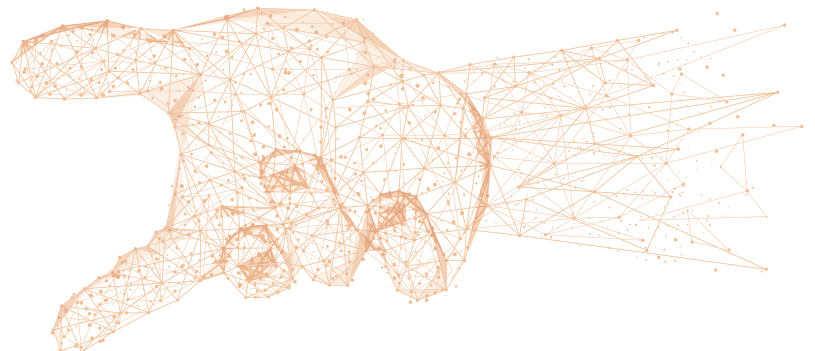






Special Disclosures

1. Affiliated Companies in 2024
2. Private Placement Securities in the Most Recent Year and Up To the Publication Date of this Annual Report
3. Material Impact, pursuant to Article 36-3-2 of the Securities and Exchange Act, on Shareholders' Equity or Share Price in the Most Recent Year and Up To the Publication Date of this Annual Report
4. Other Supplementary Information



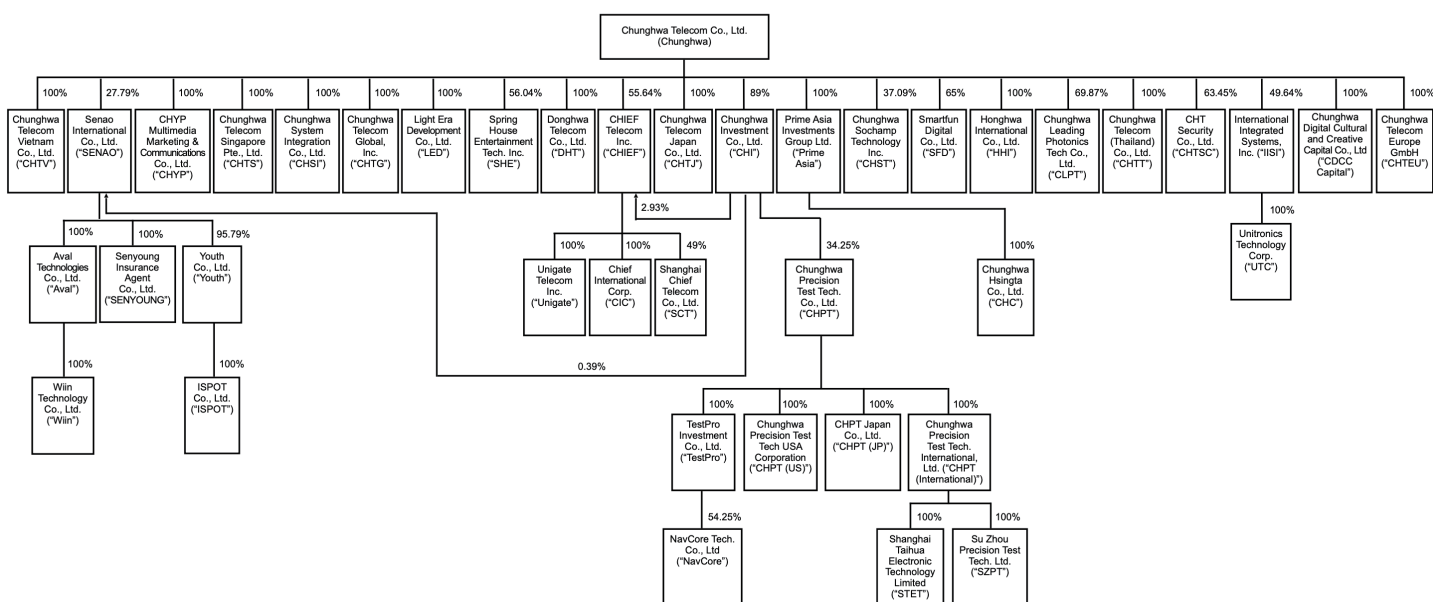
Special Disclosures

1. Affiliated Companies in 2024

1.1 Consolidated Operation Report of the Company and Affiliates

(1) Organization Structure

December 31, 2024



(2) Affiliates Profiles

As of December 31, 2024

Affiliate Name	Date of Incorporation	Address	Paid-in Capital	Primary Business Operation
Prime Asia Investments Group Ltd. ("Prime Asia") (Note 2)	2006.1.13	Tortola, British Virgin Islands	USD12,996,000	Investment
Chungghwa Hsingta Co., Ltd. ("CHC") (Note 2)	2010.12.8	Room 2702-03, CC WuBuilding, 302-8 Hennessy Road, Wanchai, Hong Kong	USD12,663,000	Investment
CHYP Multimedia Marketing & Communications Co., Ltd. ("CHYP")	2007.1.18	9F, No. 89-1, Sec. 4, Xinyi Rd., Da'an Dist., Taipei 106, Taiwan (R.O.C.)	NT\$150,000,000	Digital information supply services and advertisement services
Dongghwa Telecom Co., Ltd. ("DHT")	2004.8.18	Flat 2107-09, 21/F, CTF Life Tower, 18 Sheung Yuet Road, Kowloon Bay, Kowloon, Hong Kong	HKD178,589,592	International private leased circuit, IP VPN service, and IP transit services
Chungghwa Telecom Global, Inc. ("CHTG")	2002.3.14	2107 North First Street, Ste. 580, San Jose, CA 95131, USA	USD6,000,000	International private leased circuit, internet services, transit services and ICT services
Chungghwa System Integration Co., Ltd. ("CHSI")	2002.5.15	No. 2-1, Aly. 8, Ln. 85, Sec.3, Muzha Rd., Wenshan Dist., Taipei City 116, Taiwan (R.O.C.)	NT\$600,000,000	Providing system integration services and telecommunications equipment

Affiliate Name	Date of Incorporation	Address	Paid-in Capital	Primary Business Operation
Light Era Development Co., Ltd. ("LED")	2008.2.12	1F, No. 89-1, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.)	NT\$3,000,000,000	Planning and development of real estate and intelligent buildings, and property management
Chunghwa Telecom Singapore Pte., Ltd. ("CHTS")	2008.7.9	331 North Bridge Road, #05-03 Odeon 331, Singapore 188720	SGD26,383,000	International voice, private leased circuit, IP VPN service, IP transit and ICT services
Chunghwa Telecom Japan Co., Ltd. ("CHTJ")	2008.9.22	5F, VORT Gotanda 1-27-5, Nishigotanda, Shinagawa-Ku, Tokyo, 141-0031, Japan	JPY50,000,000	International private leased circuit, IP VPN service, IP transit services, and ICT integration services
Chunghwa Telecom Vietnam Co., Ltd. ("CHTV")	2011.5.4	Room 703, 7th Floor, 3D Viet Nam, Duy Tan St., Dich Vong Hau Ward, Cau Giay Dist., Hanoi, Vietnam 123000	VND104,137,000,000	Intelligent energy network saving solutions, international circuit, and ICT services
Honghua International Co., Ltd. ("HHI")	2013.1.28	8F, No.88, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.)	NT\$180,000,000	Telecommunications engineering, sales agent of mobile phone plan, application and other business services
Chunghwa Telecom (Thailand) Co., Ltd. ("CHTT")	2017.3.3	25th Fl., 33/4, Tower B, The 9th Towers Grand Rama 9, Rama 9 Road, Huaykwang District, Bangkok 10310, Thailand	THB130,000,000	International private leased circuit, IP VPN service, ICT and cloud VAS services
Chunghwa Telecom Europe GmbH ("CHTEU")	2024.7.30	Opernplatz 14, 60313 Frankfurtam Main, Germany	EUR3,500,000	Telecom and ICT services
Chunghwa Digital Cultural and Creative Capital Co., Ltd ("CDCC Capital")	2024.2.1	3F., No. 7, Ln. 74, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.)	NT\$50,000,000	Investment
Chunghwa Investment Co., Ltd. ("CHI")	2002.5.3	6F., No. 88, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.)	NT\$765,000,000	Investment
Chunghwa Precision Test Tech. Co., Ltd. ("CHPT")	2005.8.26	No. 15, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)	NT\$327,890,220	Production and sale of semiconductor testing components and printed circuit board
Chunghwa Precision Test Tech. USA Corporation ("CHPT (US)")	2010.7.27	2047 Zanker Road, Suite 10, San Jose, 95131, USA	USD26,000	Design and after-sale services of semiconductor testing components and printed circuit board
CHPT Japan Co., Ltd. ("CHPT (JP)")	2013.1.15	#602 1-5-13 Azabujuban, Minato-Ku, Tokyo-to 106-0045 Japan	JPY6,000,000	Related services of electronic parts, machinery processed products and printed circuit board
Chunghwa Precision Test Tech. International, Ltd. ("CHPT (International)")	2013.7.31	Vistra Corporate Services Centre, Ground Floor NPF Building, Beach Road, Apia Samoa	USD5,700,000	Wholesale and retail of electronic materials, and Investment
Shanghai Taihua Electronic Technology Ltd. ("STET")	2013.11.25	16th Building, Unit 802B No. 1000, JinHai Road., Pudong New District, Shanghai, China	USD1,600,000	Design of printed circuit board and related consultation service
Su Zhou Precision Test Tech. Ltd. ("SZPT")	2019.7.3	Building A12, No. 200, Xingpu Road, Shengpu Town, Yuanqu, Wuzhong District, Suzhou City, Jiangsu, China	USD4,000,000	Assembly, process and sale circuit board, design of printed circuit board and related consultation service
TestPro Investment Co., Ltd. ("TestPro")	2022.3.21	10F., No. 12, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)	NT\$135,000,000	Investment
NavCore Tech Co., Ltd. ("NavCore")	2022.5.20	5F., No. 15, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)	NT\$200,000,000	Intellectual equipment manufacture and retail, software and hardware system combination of intellectual factory and technology consult
Chunghwa Leading Photonics Tech Co., Ltd. ("CLPT")	2016.7.28	No. 6, Ziqiang 7th Rd., Zhongyi Vil., Zhongli Dist., Taoyuan City 320, Taiwan (R.O.C.)	NT\$100,900,000	Production and sale of electronic components and finished products

Affiliate Name	Date of Incorporation	Address	Paid-in Capital	Primary Business Operation
CHT Security Co., Ltd. ("CHTSC")	2017.12.14	8F, No. 88, Sec. 4, Xinyi Rd., Da'an Dist., Taipei 106, Taiwan (R.O.C.)	NT\$363,400,000	Computing equipment installation, wholesale of computing and business machinery equipment and software, management consulting services, data processing services, digital information supply services and internet identify services
Smartfun Digital Co., Ltd. ("SFD")	2011.8.31	8F, No. 88, Sec. 4, Xinyi Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.)	NT\$100,000,000	Providing diversified family education digital services
CHIEF Telecom Inc. ("CHIEF")	1991.1.19	No. 250, Yangguang St., Neihu Dist., Taipei City 114, Taiwan (R.O.C.)	NT\$779,513,700	IDC, Data, Voice and Cloud
Chief International Corp. ("CIC")	2008.5.27	Ground Floor NPF Building, Beach Road, Apia, Samoa	USD200,000	Telecommunications and Internet service
Unigate Telecom Inc. ("Unigate")	1999.7.3	No. 250, Yangguang St., Neihu Dist., Taipei City 114, Taiwan (R.O.C.)	NT\$2,000,000	Telecommunications and Internet service
Shanghai Chief Telecom Co., Ltd. ("SCT")	2015.1.30	Room B09, 6F, No. 55, Jilong Road, Free Trade Pilot Area, Shanghai, China	RMB2,000,000	Telecommunications and Internet service
Spring House Entertainment Tech. Inc. ("SHE")	2000.2.2	10F, No. 106, Zhouzi St., Neihu Dist., Taipei City 114, Taiwan (R.O.C.)	NT\$147,236,210	Software design services, internet contents production and play, and motion picture production and distribution
International Integrated Systems, Inc. ("IISI")	2008.4.10	6F, No.7, Sec. 2, Xianmin Blvd., Banqiao Dist., New Taipei City 220, Taiwan (R.O.C.)	NT\$729,355,210	IT solution provider, IT application consultation, system integration and package solution
Unitronics Technology Corporation ("UTC")	1990.12.6	9F, No. 156, Sec. 3, Minsheng E. Rd., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)	NT\$50,670,440	Development and maintenance of information system
Chunghwa Sochamp Technology Inc. ("CHST")	2011.7.1	Room 3B-38, 3F., No. 5, Sec.5, Xinyi Rd., Xinyi Dist., Taipei City 110, Taiwan (R.O.C.)	NT\$55,000,000	Design, development and production of Automatic License Plate Recognition software and hardware; parking management system; Provider of ITS and intelligent railway related products and services
Senao International Co., Ltd. ("SENAO")	1979.5.18	2F, No. 531, Zhongzheng Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.)	NT\$2,582,526,570	Handset and peripherals retailer; sales of CHT mobile phone plans as an agent
Youth Co., Ltd. ("Youth")	1996.10.4	No.13, Sec. 1, Bade Rd., Zhongzheng Dist., Taipei City 100, Taiwan (R.O.C.)	NT\$154,000,00	Sale of information and communication technologies products
ISPOT Co., Ltd. ("ISPOT")	2012.9.5	No. 13, Sec. 1, Bade Rd., Zhongzheng Dist., Taipei City 100, Taiwan (R.O.C.)	NT\$10,726,652	Sale of information and communication technologies products
Aval Technologies Co., Ltd. ("Aval")	2015.10.5	6F., No. 533, Zhongzheng Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.)	NT\$132,660,000	Sale of information and communication technologies products
Wiin Technologies Co., Ltd. ("Wiin")	2019.9.12	6F, No. 533, Zhongzheng Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.)	NT\$47,280,000	Sale of information and communication technologies products
Senyoung Insurance Agent Co., Ltd. ("SENYOUNG")	2017.11.22	2F, No. 531, Zhongzheng Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.)	NT\$89,090,000	Property and liability insurance agency

Note 1: The information of affiliates' profiles is ranked by the shareholding percentage.

Note 2: In August 2020, CTC, CHC and Prime Asia were given the approval to terminate and dissolve their businesses in sequence. In October 2022, the liquidation and dissolution processes of CTC were completed.

(3) Companies presumed to have a Relationship of Control and Subordination with Chunghwa Telecom

None.

(4) Industries covered by Affiliates' Business Operation

Industries covered by the Company's affiliates are primarily telecommunication related services, including advanced technology, production, marketing and enhanced services, in order to enable Chunghwa Telecom to continue creating synergies, to innovate and to provide the best offerings for its clients and consumers, as well as to ensure its leading market position.

(5) Affiliates' Directors, Supervisors and Executives Names and Shareholdings

As of December 31, 2024				
Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Prime Asia Investments Group Ltd. ("Prime Asia") (Note 2)	Director	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kai Chen	1,301	100%
Chunghwa Hsingta Co., Ltd. ("CHC") (Note 2)	Director	Representative of Prime Asia Investments Group Ltd.: Yuan-Kai Chen	1,266	100%
CHYP Multimedia Marketing & Communications Co., Ltd. ("CHYP")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Kuen-Uen Kuo	15,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Quen-Zong Wu	15,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Yih-Chyau Kuo	15,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chien-Chih Chen	15,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Tsu-I Hsu	15,000,000	100%
	Supervisor	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kai Chen	15,000,000	100%
	General Manager	Cheng-Hsien Han	-	-
Donghwa Telecom Co., Ltd. ("DHT")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chin-Chou Chen	178,589,592	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Wen-Ming Su	178,589,592	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Chung-Tair Chow	178,589,592	100%
Chunghwa Telecom Global, Inc. ("CHTG")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chung-Tair Chow	6,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Jung-Kuei Chen	6,000,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Wen-Jang Yang	6,000,000	100%
Chunghwa System Integration Co., Ltd. ("CHSI")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Ming-Te Wu	60,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Jeu-Yih Jeng	60,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chih-Cheng Lo	60,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kai Chen	60,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Pen-Yuang Chang	60,000,000	100%
	Supervisor	Representative of Chunghwa Telecom Co., Ltd.: Sheng-Huei Pan	60,000,000	100%
	General Manager	Chung-Lin Yu	-	-

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Light Era Development Co., Ltd. ("LED")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Shih-Chung Chang	300,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Ru-Kuen Lee	300,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hsu-Hui Ho	300,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Edward Chou	300,000,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Chun-Yen Chan	300,000,000	100%
	Supervisor	Representative of Chunghwa Telecom Co., Ltd.: Hui-Chen Wei	300,000,000	100%
Chunghwa Telecom Singapore Pte., Ltd. ("CHTS")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chien-Chih Chen	26,382,976	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chung-Tair Chow	26,382,976	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Shun-Te Liu	26,382,976	100%
Chunghwa Telecom Japan Co., Ltd. ("CHTJ")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chin-Chou Chen	1,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: IEAKI TOMITA	1,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Wei-Lien Chang	1,000	100%
Chunghwa Telecom Vietnam Co., Ltd. ("CHTV")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chin-Chou Chen	-	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chung-Shuo Lin	-	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hsuan-Lung Liu	-	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Yi-Hsien Lin	-	100%
	Supervisor	Representative of Chunghwa Telecom Co., Ltd.: Hui-Chen Wei	-	100%
Honghua International Co., Ltd. ("HHI")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Yi-Fong Chang	18,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hsueh-Hai Hu	18,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: His-Huang Chang	18,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Min-Hua Chang	18,000,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Ching-Min Chen	18,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Wen-Chiyh Lin	18,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hong-Bin Chiou	18,000,000	100%
	Supervisor	Representative of Chunghwa Telecom Co., Ltd.: Chi-Hsien Huang	18,000,000	100%

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Chunghwa Telecom (Thailand) Co., Ltd. ("CHTT")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chin-Chou Chen	1,300,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chung-Tair Chow	1,300,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Wen-Ying Hou	1,300,000	100%
Chunghwa Telecom Europe GmbH("CHTEU")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Chung-Yung Chia	3,500,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Lai-Ting Chen	3,500,000	100%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Phoebe Wang	3,500,000	100%
Chunghwa Digital Cultural and Creative Capital Co., Ltd ("CDCC Capital")	Chairman / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Hsueh-Hai Hu	5,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Wen-Chiyh Lin	5,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Yen-Chih Ting	5,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Cheng-Hsien Han	5,000,000	100%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Vacant	5,000,000	100%
	Supervisor	Ming-Sih Siao	-	-
Chunghwa Investment Co., Ltd. ("CHI")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Yen-Chih Ting	68,085,000	89%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hsueh-Hai Hu	68,085,000	89%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kai Chen	68,085,000	89%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chien-Chih Chen	68,085,000	89%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Jian-Jia Huang	68,085,000	89%
	Supervisor	Ming-Sih Siao	-	-
Chunghwa Precision Test Tech. Co., Ltd. ("CHPT")	Chairman	Representative of Chunghwa Investment Co., Ltd.: Hong-Chan Ma	11,229,884	34%
	Director	Representative of Chunghwa Investment Co., Ltd.: Jung-Kuei Chen	11,229,884	34%
	Director	Representative of MediaTek Capital Corp.: Wei-Ning Shen	351,000	1%
	Director / General Manager	Shui-Ke Huang	431,594	1%
	Independent Director	Chung-Fern Wu	-	-
	Independent Director	Chih-Cheng Su	-	-
	Independent Director	Huang-Chuan Chiu	-	-

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Chunghwa Precision Test Tech. USA Corporation ("CHPT (US)")	Chairman	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Shui-Ke Huang	2,600,000	100%
	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Yi-Ping Hsu	2,600,000	100%
CHPT Japan Co., Ltd. ("CHPT (JP)")	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Po-Fang Cheng	600	100%
	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Shui-Ke Huang	600	100%
Chunghwa Precision Test Tech. International, Ltd. ("CHPT (International)")	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Shui-Ke Huang	5,700,000	100%
Shanghai Taihua Electronic Technology Ltd. ("STET")	Director	Representative of Chunghwa Precision Test Tech. International, Ltd.: Shui-Ke Huang	-	100%
	Supervisor	Representative of Chunghwa Precision Test Tech. International, Ltd.: Yi-Ping Hsu	-	100%
Su Zhou Precision Test Tech. Ltd. ("SZPT")	Chairman / General Manager	Representative of Chunghwa Precision Test Tech. International, Ltd.: Shui-Ke Huang	-	100%
	Director	Representative of Chunghwa Precision Test Tech. International, Ltd.: Wei-Kai Hsu	-	100%
	Director	Representative of Chunghwa Precision Test Tech. International, Ltd.: Chi-Chiang Hsueh	-	100%
	Supervisor	Representative of Chunghwa Precision Test Tech. International, Ltd.: Yi-Ping Hsu	-	100%
TestPro Investment Co., Ltd. ("TestPro")	Chairman	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Shui-Ke Huang	13,500,000	100%
	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Wen-Cong Li	13,500,000	100%
	Director	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Yi-Ping Hsu	13,500,000	100%
	Supervisor	Representative of Chunghwa Precision Test Tech. Co., Ltd.: Chang-Xiu Yang	13,500,000	100%
NavCore Tech Co., Ltd. ("NavCore")	Chairman	Representative of TestPro Investment Co., Ltd.: Shui-Ke Huang	10,850,000	54%
	Director	Representative of TestPro Investment Co., Ltd.: Wen-Cong Li	10,850,000	54%
	Director / General Manager	Representative of TestPro Investment Co., Ltd.: Chi-Chiang Hsueh	10,850,000	54%
	Supervisor	Yi-Ping Hsu	-	-
Chunghwa Leading Photonics Tech Co., Ltd. ("CLPT")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kuang Tu	7,050,000	70%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chih-Hsiung Huang	7,050,000	70%
	Director / General Manager	Chia-Chien Lin	670,000	7%
	Supervisor	Wei-Ting Chen	-	-

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
CHT Security Co., Ltd. ("CHTSC")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Ming-Shih Chen	23,058,000	63%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Chin-Fu Hung	23,058,000	63%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Jung-Kuei Chen	23,058,000	63%
	Director	Hahn-Ming Lee	-	-
	Independent Director	Wen-Nan Tsan	-	-
	Independent Director	Shyh-Jye Chen	-	-
	Independent Director	Chia-Ling Lee	-	-
Smartfun Digital Co., Ltd. ("SFD")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Wen-Chiyh Lin	6,500,000	65%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Suh-Chiou Ke	6,500,000	65%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Ming-Tsung Chen	6,500,000	65%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Tsu-I Hsu	6,500,000	65%
	Director	Representative of United Daily News: Ming-Jey Ho	2,500,000	25%
	Supervisor	Wei-Ting Chen	-	-
	Supervisor	Representative of UDN Digital Co., Ltd.: Yu-Chih Lin	1,000,000	10%
	General Manager	Shu-Chuan Shan	-	-
CHIEF Telecom Inc. ("CHIEF")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Hong-Chia Shao	43,368,383	56%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Pen-Yuang Chang	43,368,383	56%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chung-Shuo Lin	43,368,383	56%
	Director	Representative of InveStar Co., Ltd.: Chung-Hou Tai	119,900	0.15%
	Independent Director	Chan-Jyuan Lin	-	-
	Independent Director	Dao-Hong Lyu	-	-
	Independent Director	Yu-Fen Lin	-	-
	General Manager	Yao-Yuan Liu	219,700	0.28%
Chief International Corp. ("CIC")	Chairman	Representative of CHIEF Telecom Inc.: Yao-Yuan Liu	200,000	100%
	Director	Representative of CHIEF Telecom Inc.: Ming-Sih Siao	200,000	100%
Unigate Telecom Inc. ("Unigate")	Chairman	Representative of CHIEF Telecom Inc.: Hong-Chia Shao	200,000	100%
	Director	Representative of CHIEF Telecom Inc.: Yao-Yuan Liu	200,000	100%
	Director	Representative of CHIEF Telecom Inc.: Ming-Sih Siao	200,000	100%
	Supervisor	Representative of CHIEF Telecom Inc.: Lin-Tung Chang	200,000	100%

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Shanghai Chief Telecom Co., Ltd. ("SCT")	Chairman	Representative of CHIEF Telecom Inc.: Wen-Han Chiang	-	49%
	Director	Representative of CHIEF Telecom Inc.: Yao-Yuan Liu	-	49%
	Director / General Manager	Representative of Shenzhen City Century Communication Co., Ltd.: Yuan-Wen Han	-	51%
	Supervisor	Representative of CHIEF Telecom Inc.: Chia-Lin Hsu	-	49%
Spring House Entertainment Tech. Inc. ("SHE")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Tian-Tsair Su	8,250,731	56%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Wen-Chiyh Lin	8,250,731	56%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Ming-Tsung Chen	8,250,731	56%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Min-Horng Tsai	8,250,731	56%
	Director	Representative of Ku Shen Investment Inc.: Jung-Kuei Chang	1,526,086	10%
	Director	Representative of Ku Shen Investment Inc.: Chia-Ming Chuang	1,526,086	10%
	Director	Yao-Tung Kao	1,110,802	8%
	Supervisor	Wen-Chuan Chang	473,357	3%
	Supervisor	Wei-Ting Chen	-	-
International Integrated Systems, Inc. ("IISI")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Li-Show Wu	36,204,575	50%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Pen-Yuang Chang	36,204,575	50%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hey-Chyi Young	36,204,575	50%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Yuan-Kai Chen	36,204,575	50%
	Director / General Manager	Representative of Chunghwa Telecom Co., Ltd.: Chih-Ho Wang	36,204,575	50%
	Director	Advantech Corporate Investment	13,913,205	19%
	Independent Director	Ming-Luan Lee	-	-
	Independent Director	Chih-Chung Tsai	-	-
	Independent Director	Jui-Hsiang Yang	-	-

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding %
Unitronics Technology Corporation ("UTC")	Chairman	Representative of International Integrated Systems, Inc.: Sheng-Hsiung Kuo	5,067,044	100%
	Director / General Manager	Representative of International Integrated Systems, Inc.: Pei-Yu Pai	5,067,044	100%
	Director	Representative of International Integrated Systems, Inc.: Wei-Cheng Hsiao	5,067,044	100%
	Director	Representative of International Integrated Systems, Inc.: Wen-Pin Chang	5,067,044	100%
	Director	Representative of International Integrated Systems, Inc.: Yeun-Chung Tan	5,067,044	100%
	Supervisor	Hui-Chen Wei	-	-
Chunghwa Sochamp Technology Inc. ("CHST")	Chairman	Representative of Chunghwa Telecom Co., Ltd.: Yi-Chao Meng	2,040,000	37%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Quen-Zong Wu	2,040,000	37%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Chih-Hsiung Huang	2,040,000	37%
	Director	Representative of Z-COM, Inc.: Chia-Fang Wu	1,500,000	27%
	Director / General Manager	Representative of Sochamp Technology Inc.: Shang-Chih Chen	1,960,000	36%
	Supervisor	Li-Na Lin	-	-
	Supervisor	Ta-Chieh Lin	-	-
Senao International Co., Ltd. ("SENAO")	Vice chairman and General Manager	Representative of Cheng Kang Investment Co., Ltd.: Pao-Yung Lin	14,820,975	6%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Vacant	71,773,155	28%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Wen-Chiyh Lin	71,773,155	28%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Hsueh-Hai Hu	71,773,155	28%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Su-Chiu Ke	71,773,155	28%
	Director	Representative of Chunghwa Telecom Co., Ltd.: Min-Horng Tsai	71,773,155	28%
	Director	Representative of Cheng Kang Investment Co., Ltd.: Cheng-Kang Lin	14,820,975	6%
	Director	Representative of Cheng Kang Investment Co., Ltd.: Cheng-Feng Lin	14,820,975	6%
	Independent Director	Kung-Liang Yeh	-	-
	Independent Director	Fu-Hai Yeh	-	-
	Independent Director	Wen-Tsan Wu	-	-
	Independent Director	Min-Ching Cheng	-	-

Affiliate Name	Title	Name of Representative	Shareholding #	Shareholding%
Youth Co., Ltd. ("Youth")	Chairman / General Manager	Representative of Senao International Co., Ltd.: Yu-Chiang Wu	14,752,000	96%
	Director	Representative of Senao International Co., Ltd.: Chi-Hung Liao	14,752,000	96%
	Director	Representative of Senao International Co., Ltd.: Cheng-Feng Lin	14,752,000	96%
	Supervisor	Tsai-Hung Yu	-	-
ISPOT Co., Ltd. ("ISPOT")	Director	Representative of Youth Co., Ltd.: Yu-Chiang Wu	-	100%
Aval Technologies Co., Ltd. ("Aval")	Chairman	Representative of Senao International Co., Ltd.: Wen-He Tsai	13,266,000	100%
	General Manager	Yu-Chiang Wu	-	-
Wiin Technologies Co., Ltd. ("Wiin")	Chairman	Representative of Aval Technologies Co., Ltd.: Wen-He Tsai	4,728,000	100%
	General Manager	Yu-Chiang Wu	-	-
Senyoung Insurance Agent Co., Ltd. ("SENYOUNG")	Chairman	Representative of Senao International Co., Ltd.: Yan-Yan Jheng	8,909,000	100%
	Director	Representative of Senao International Co., Ltd.: Cheng-Feng Lin	8,909,000	100%
	Director	Representative of Senao International Co., Ltd.: Wen-He Tsai	8,909,000	100%
	General Manager	Pei-Ling Lin	-	-

Note 1: The information of affiliates is ranked by the shareholding percentage.

Note 2: In August 2020, CTC, CHC and Prime Asia were given the approval to terminate and dissolve their businesses in sequence. In October 2022, the liquidation and dissolution processes of CTC were completed.

(6) Affiliates' Operating Highlights

Affiliate Names	Paid-in Capital	Total Asset	Total Liability	Total Equity	Total Revenues	Operating Income	Net Income	Earnings per Share, NT\$	Unit: NT\$'000	
									As of December 31, 2024	
Prime Asia Investments Group Ltd. (B.V.I.) ("Prime Asia") (Note2)	385,274	183,762	0	183,762	0	(96)	10,422	N.A.		
Chunghwa Hsingta Co., Ltd. ("CHC") (Note2)	375,274	183,762	0	183,762	0	(96)	10,422	N.A.		
CHYP Multimedia Marketing & Communications Co., Ltd. ("CHYP")	150,000	516,106	308,057	208,049	448,465	11,627	22,797	2		

Affiliate Names	Paid-in Capital	Total Asset	Total Liability	Total Equity	Total Revenues	Operating Income	Net Income	Earnings per Share, NT\$
Donghwa Telecom Co., Ltd. ("DHT")	698,800	2,387,018	1,458,913	928,105	1,328,967	102,572	102,336	1
Chunghwa Telecom Global, Inc. ("CHTG")	194,994	1,083,528	234,382	849,146	1,095,570	119,810	96,926	16
Chunghwa System Integration Co., Ltd. ("CHSI")	600,000	1,690,082	989,928	700,154	1,925,799	49,129	42,749	1
Light Era Development Co., Ltd. ("LED")	3,000,000	6,785,942	2,903,213	3,882,729	130,086	44,408	22,463	0
Chunghwa Telecom Singapore Pte., Ltd. ("CHTS")	574,111	2,671,080	1,382,350	1,288,730	1,508,767	35,344	197,558	7
Chunghwa Telecom Japan Co., Ltd. ("CHTJ")	17,291	621,769	340,908	280,861	1,149,571	190,073	131,769	131,769
Chunghwa Telecom Vietnam Co., Ltd. ("CHTV")	148,275	284,082	207,762	76,320	99,062	2,113	1,086	N.A.
Honghwa International Co., Ltd. ("HHI")	180,000	3,101,032	2,334,543	766,489	7,865,540	437,246	348,886	19
Chunghwa Telecom (Thailand) Co., Ltd. ("CHTT")	119,624	169,418	19,586	149,832	191,171	22,284	18,124	14
Chunghwa Telecom Europe GmbH	122,675	117,010	258	116,752	0	(2,610)	(2,786)	(1)
Chunghwa Digital Cultural and Creative Capital Co., Ltd. ("CDCC Capital")	50,000	43,318	4,351	38,967	0	(11,239)	(11,033)	(2)
Chunghwa Investment Co., Ltd. ("CHI")	765,000	3,648,032	4,500	3,643,532	194,112	165,749	165,467	2
Chunghwa Precision Test Tech. Co., Ltd. ("CHPT")	327,890	9,097,874	1,060,882	8,036,992	3,493,147	552,159	509,712	16
Chunghwa Precision Test Tech. USA Corporation ("CHPT (US)")	742	123,143	13,212	109,931	113,797	1,176	1,814	1
CHPT Japan Co., Ltd. ("CHPT (JP)")	2,008	2,492	264	2,228	3,128	151	85	141
Chunghwa Precision Test Tech. International, Ltd. ("CHPT (International)")	173,649	171,795	0	171,795	0	(37)	(10,497)	(2)
Shanghai Taihua Electronic Technology Ltd. ("STET")	51,233	11,637	2,349	9,288	9,667	773	789	N.A.
Su Zhou Precision Test Tech. Ltd. ("SZPT")	119,199	324,989	166,340	158,649	443,214	(15,246)	(11,434)	N.A.
TestPro Investment Co., Ltd. ("TestPro")	135,000	57,756	100	57,656	277	(26,395)	(26,395)	(2)

Affiliate Names	Paid-in Capital	Total Asset	Total Liability	Total Equity	Total Revenues	Operating Income	Net Income	Earnings per Share, NT\$
NavCore Tech Co., Ltd. ("NavCore")	200,000	78,329	21,007	57,322	53,314	(48,663)	(48,867)	(2)
Chunghwa Leading Photonics Tech. Co., Ltd. ("CLPT")	100,900	395,958	108,191	287,767	198,375	70,455	62,570	6
CHT Security Co., Ltd. ("CHTSC")	363,400	1,691,780	778,682	913,098	1,973,659	464,853	379,186	10
Smartfun Digital Co., Ltd. ("SFD")	100,000	154,944	24,658	130,286	118,756	22,446	19,355	2
CHIEF Telecom Inc. ("CHIEF")	779,514	7,560,156	3,662,128	3,898,028	3,737,370	1,336,990	1,076,506	14
Chief International Corp. ("CIC")	6,068	117,160	2,110	115,050	12,587	1,915	6,387	32
Unigate Telecom Inc. ("Unigate")	2,000	12,133	10,687	1,446	229	89	112	1
Shanghai Chief Telecom Co., Ltd. ("SCT")	10,150	14,002	1,098	12,904	45,946	1,261	1,659	N.A.
Spring House Entertainment Tech. Inc. ("SHE")	147,236	339,156	70,295	268,861	220,165	40,392	35,896	2
International Integrated Systems, Inc. ("IISI")	729,355	3,833,656	2,622,198	1,211,458	5,091,424	122,384	123,640	2
Unitronics Technology Corporation ("UTC")	50,670	78,318	4,044	74,274	2,256	(6,371)	(1,979)	(0)
Chunghwa Sochamp Technology Inc. ("CHST")	55,000	78,586	92,551	(13,965)	39,443	(6,796)	(18,310)	(3)
Senao International Co., Ltd. ("SENAO")	2,582,527	10,192,552	3,754,114	6,438,438	30,751,338	366,173	478,310	2
Youth Co., Ltd. ("Youth")	154,000	146,119	13,485	132,634	87,036	(2,306)	119	0
ISPOT Co., Ltd. ("ISPOT")	10,727	30,580	18,966	11,614	88,032	293	722	N.A.
Aval Technologies Co., Ltd. ("Aval")	132,660	236,867	94,150	142,717	1,129,149	3,073	5,262	0
Wiinl Technologies Co., Ltd. ("Wiinl")	47,280	84,191	31,591	52,600	374,074	4,629	3,350	1
Senyoung Insurance Agent Co., Ltd. ("SENYOUNG")	89,090	252,265	114,563	137,702	426,719	38,836	34,239	4

Note 1: The information of affiliates is ranked by the shareholding percentage.

Note 2: In August 2020, CTC, CHC and Prime Asia were given the approval to terminate and dissolve their businesses in sequence. In October 2022, the liquidation processes of CTC were completed.

Note 3: Exchange rates for the Consolidated Balance Sheet are as follows:

RMB1 = NT\$4.478, HKD1 = NT\$4.222, USD1 = NT\$32.785, JPY1 = NT\$0.2099, VND1 = NT\$0.00127, SGD1 = NT\$24.13, THB1 = NT\$0.9623

Exchange rates for the Consolidated Income Statement are as follows:

RMB1 = NT\$4.454, HKD1 = NT\$4.115, USD1 = NT\$32.112, JPY1 = NT\$0.2121, VND1 = NT\$0.00126, SGD1 = NT\$24.04, THB1 = NT\$0.916

1.2 Consolidated Financial Report of the Company and Affiliates

The Company's Consolidated Financial Statements can be referred to Market Observation Post System/Electronic Books/Financial Statements. (<https://emops.twse.com.tw/server-java/t58query>)

2. Private Placement Securities in the Most Recent Year and Up To the Publication Date of this Annual Report

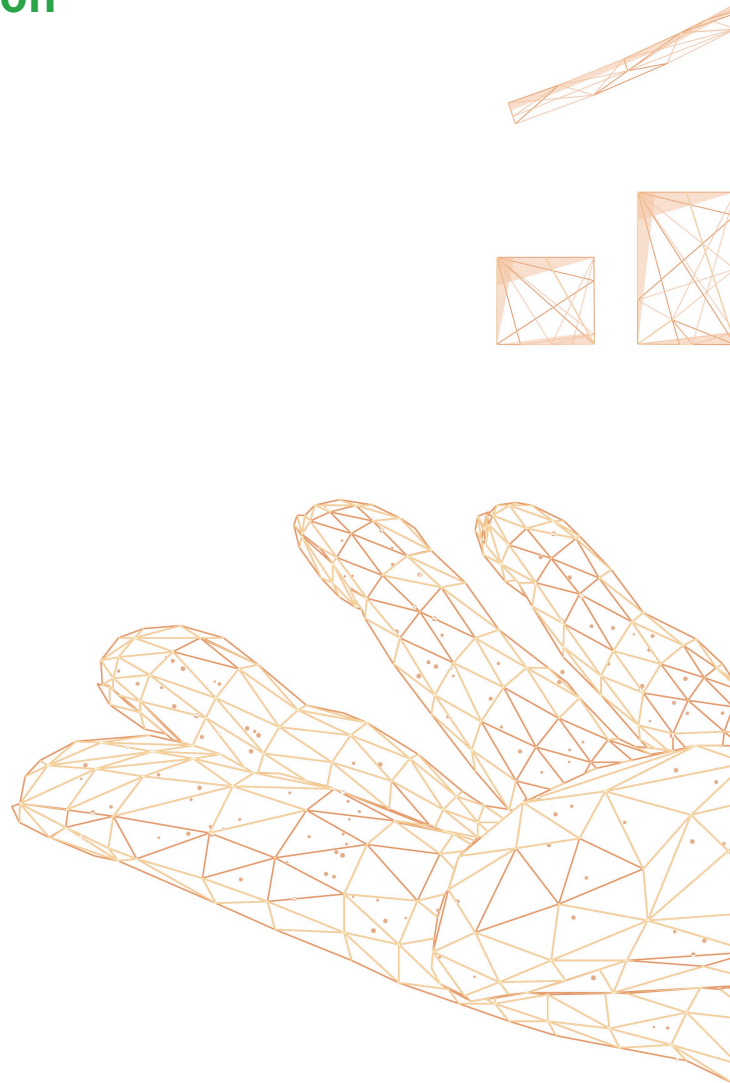
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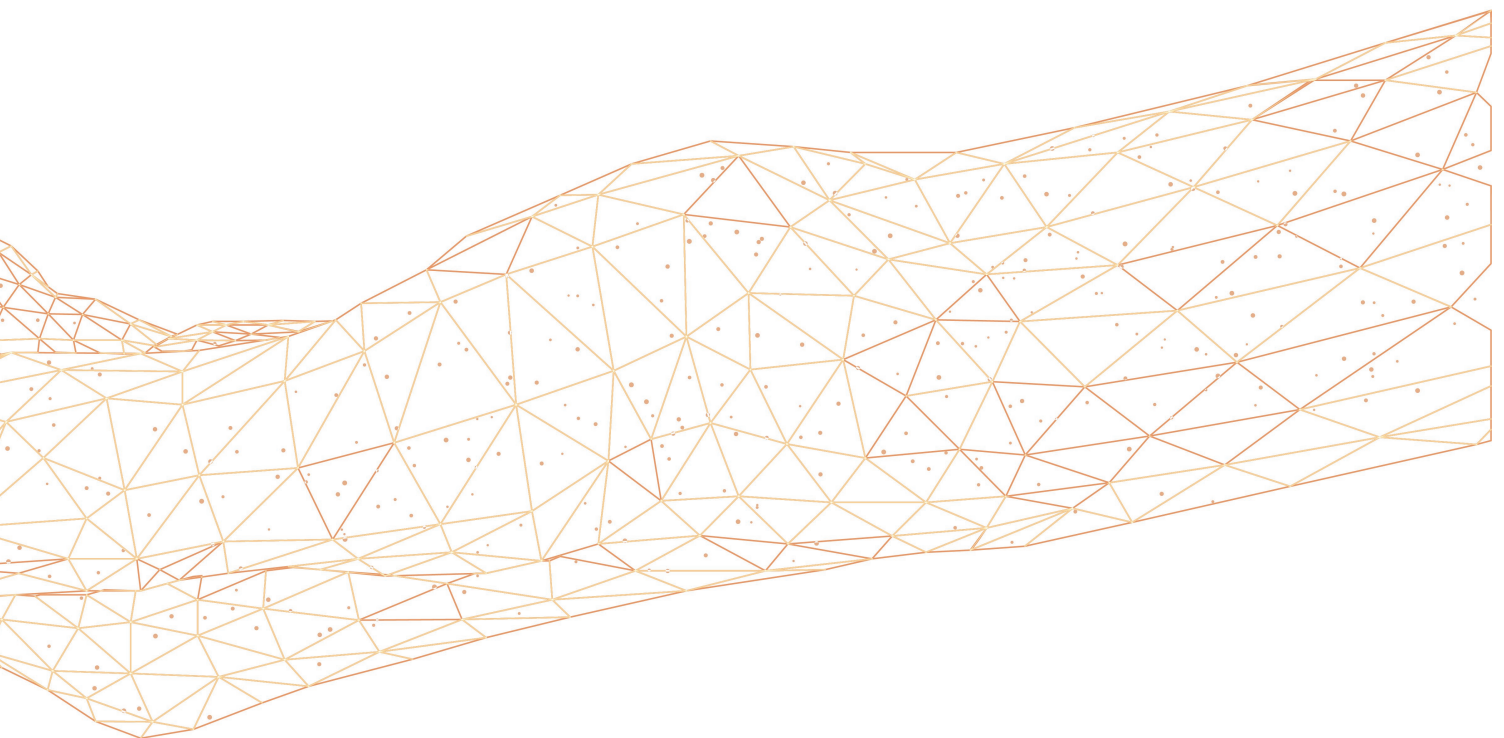
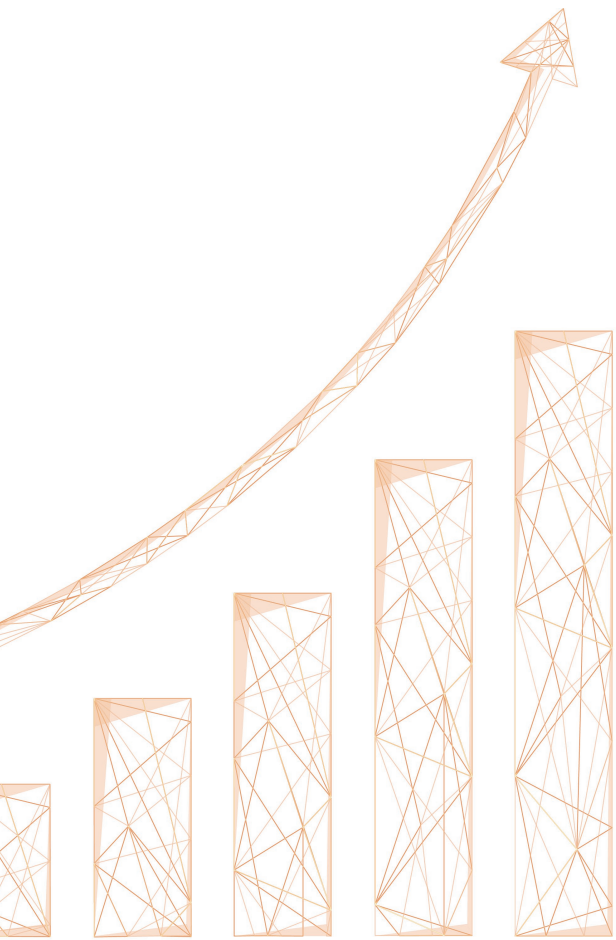
3. Material Impact, pursuant to Article 36-3-2 of the Securities and Exchange Act, on Shareholders' Equity or Share Price in the Most Recent Year and Up To the Publication Date of this Annual Report

1. 2024.9.30 Change of the Company's Chairman and CEO; the 7th extraordinary meeting of the 10th Board of Directors approved the by-election and appointment of Mr. Chih-Cheng Chien as Chairman and CEO concurrently.
2. 2024.9.30 Change of the Company's President; the 7th extraordinary meeting of the 10th Board of Directors approved the appointment of Mr. Rong-Shy Lin as the President.

4. Other Supplementary Information

None.





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Phone Number: +86-10-6801-8035
Email: suwenmean@cht.com.tw

Yangon Representative Office

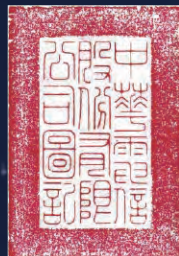
Address: Suite 216, 50th building A, 50th Street lower block,
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Email: rogerliu@cht.sg



中華電信
Chunghwa Telecom

永遠走在最前面
Always Ahead

預見 精采永續
Foresee Brilliant Sustainability



中華電信股份有限公司

董事長 簡志誠



總經理 林榮賜



This English-version annual report is a summary translation of the Chinese version.
If there is any discrepancy between the English and Chinese version, the Chinese version shall prevail.