

Chunghwa Telecom Co., Ltd.

Occupational Health and Safety Policy

Our Ideal

Chunghwa Telecom upholds the spirit of people-oriented management and respect for life. In addition to striving for operational excellence, we also fulfill our corporate social responsibilities and actively establish good relationships with employees, contractors, and stakeholders. We aim to reduce occupational health and safety risks, create the best working environment in terms of health and safety, and pursue sustainable development together.

Applicable Scope

The Occupational Health and Safety Policy is applicable to all workplaces, workers, contractors, and stakeholders of the Company.

Our Commitment

- Comply with health and safety regulations and promote self-management.
- Strengthen health services and promote physical and mental health.
- Promote participation by all employees and improve health and safety performance.
- Assess risks and opportunities and implement risk management.
- Establish action plans to ensure that goals are achieved.
- Continuously improve facilities to create an excellent workplace.

Our Actions

- Comply with or exceed local health and safety regulations and related international standards: In order to ensure that all activities comply with these requirements, establish and promote the occupational health and safety management system, and continue to enhance its performance.
- Assess risks and opportunities: Continue to identify safety and health hazards and assess risks and opportunities. Conduct risk grading management to reduce risk and eliminate hazards, providing a safe and healthy work environment.
- Promote the physical and mental health of employees: Establish a labor health service plan to provide onsite health services to employees and prevent work-related injuries and health impacts, achieving work-life balance.
- Establish action plans: Set quantitative targets, determine priorities, and establish action plans according to the occupational health and safety risk grading. Provide required resources to ensure the achievement of goals.
- Promote consultation and participation among all employees: Strengthen awareness of all employees and invite workers and their representatives to participate in consultation and communication. Employees shall participate in the establishment, implementation, maintenance, and improvement of the occupational health and safety management system.
- Commitment to continuous improvements: Adopt the P-D-C-A management cycle, establish quantitative performance indicators and goals, and regularly track the indicators to continuously improve the suitability, adequacy and effectiveness of the occupational health and safety management system. The expected results shall be realized to achieve the purpose of sustainable management.

Chairman: *Shui Y. Hsu*

May 18, 2023

