

Compensation Committee Operation

- 一、 The Compensation Committee is currently comprised of 3 members.
- 二、 Current Compensation Committee Member Terms : May 30, 2022, through May 26, 2025; the committee convened 4 meetings (A) in 2023, of which attendance is as follows :

Title	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)
Committee Chairman	Yu-Fen Lin	4	0	100%
Committee Chairman	Chia-Chung Chen	4	0	100%
Committee Chairman	Su-Ming Lin	4	0	100%

- 三、 Scope of Responsibilities :

- (一) Regularly formulate and review policies, systems, standards, and structures related to director and management performance assessments and compensation.
- (二) Regularly enact and review director and management compensation.

- 四、 Compensation Committee discussions and resolutions :

In 2023, the Compensation Committee met 4 times

Date	Information Communicated	Results Communicated	
Jan 15,2024 (10-6 Interim meeting)	(1) The amendments to the Company's Implementation Guidelines for Employee Compensation Distribution Based on Profitability Metrics	Approved by all members in attendance	Reported to the Board for review and approval
	(2) The Formulation of the ratio for increasing the retention-enhanced employee stock trust incentive bonus at Chunghwa Telecom Co., Ltd.		Reported to the Board for review and approval
February 21, 2024 (10-4)	(1) Review of the executive management team's final performance results for 2023.	Approved by all members in attendance	Used to determine the Company's executive managements' performance and bonuses
	(2) Allocation of the Company's fiscal year 2023 compensation for board		The allocation of director compensation for 2023, along with the distribution

Date	Information Communicated	Results Communicated	
	directors		amount of employee compensation, was submitted for discussion to the Audit Committee. The proposed remuneration distribution ratio was then presented to the Board of Directors for review and approval.
May 8, 2024 (10-5)	Review of the Company's fiscal year 2023 compensation distribution for senior executive management	Approved by all members in attendance	Used to determine the annual allocation of senior executive management compensation
Sep 30,2024 (10-7Interim meeting)	(1) Determination of monthly compensation for the Company's newly appointed Chairman	Approved by all members in attendance	Reported to the Board for review and approval
	(2) Determination of monthly compensation for the Company's newly appointed President		

五、Other Matters of Importance :

- (一) 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.**
- (二) 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.**