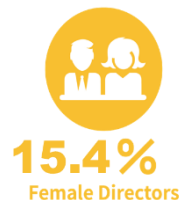


Chunghwa Telecom's Board of Directors and Its Implementation of the Diversity Policy

As of the end of 2024



The Company's Board of Directors currently consists of 13 directors, including 2 executive directors, 1 labor director, 5 non-executive directors and 5 independent directors.

To strengthen corporate governance and promote the sound development of the Board's composition and structure, the Company's Board has adopted the "Code of Corporate Governance for Chunghwa Telecom Co., Ltd." Article 20 of the Code specifies that the composition of the Board should take diversity into account. Accordingly, the Company ensures a diverse Board that reflects its business operations, dynamics, and development needs by considering factors such as gender, age, nationality, culture, and ethnicity, as well as professional knowledge and skills.

The members of the Board of Directors of the Company possess the professional expertise, skills, and decision-making and management capabilities required for executing their duties. To further enhance the Board's effectiveness, the Company continuously provides diverse training programs to strengthen directors' decision-making quality and supervisory capabilities.

Board Diversity Objectives

- ◆ Maintain at least one female director and aim to have over one-third female directors by 2025.
- ◆ 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.

The members of the Company's board possess extensive industry experience and expertise in the MSCI GICS industry sectors of Information Technology (Software and Services) and Communication Services (Telecommunication Services, Media and Entertainment), which aligns with the requisite professional capabilities necessary for the development and promotion of the Company's core and emerging businesses, including but not limited to, telecommunications and network security, information and communication technology, broadband, 5G and wireless broadband networks, satellite communication management, artificial intelligence of things, big data, artificial intelligence, cybersecurity, cloud technology, financial technology, block chain, and digital transformation. Overall, the Company's Board of Directors possesses the necessary expertise and experience to effectively govern and guide the Company.



Directors' Name	Date of Appointment	Terms of Office (Note)	Gender	Age	Industry Experiences (years)	Industry Experiences							Professional Knowledge & Skills		Committees				
						Business Management	Sustainable Development (ESG)	ICT	Fintech	Audit & Risk Management	Marketing & Commerce	Audiovisual & Music Culture Creativity	Human Resources Management & Development	Legal	Accounting & Finance	Audit Committee	Compensation Committee	Sustainable Development & Strategy Committee	Risk Management Committee
Chih-Cheng Chien	2024.9.30		M	61~70	39	V	V	V		V	V							⊙	
Rong-Shy Lin	2024.9.30		M	51~60	35	V	V	V		V	V		★					V	V
Sheng-Yuan Wu	2024.9.24		M	61~70	1	V	V	★		V			V						
Ching-Hwi Lee	2022.5.27		F	51~60	3	V	V					V	★						
Shin-Yi Chang	2019.6.21		M	61~70	7.4	V	V	★	★	V	V				V			V	V
Sin-Horng Chen	2019.6.21		M	61~70	46			V											
Lee-Feng Chien	2024.9.24		M	61~70	1	V	★	V	★		★								
Shih-Hung Tseng	2021.4.6		M	61~70	46		V	V					V					V	
Su-ming Lin	2022.5.27	1	M	61~70	3	V	V	★	★	V	★		★	V	V	⊙	V	V	V
Chia-Chung Chen	2022.5.27	1	M	61~70	3	V	V		V	V	V		V		V	V	V	V	⊙
Yu-Fen Lin	2017.6.23	3	F	51~60	7.8	V	V		V	V				V		V	⊙	V	V
Chung-Chin Lu	2018.6.15	3	M	61~70	37	★	V	V		V						V		V	V
Yi-Chin Tu	2019.6.21	2	M	41~50	30	V	V	V	V		V					V		V	V
Total						10	11	7	3	8	5	1	3	2	2	5	3	9	7

★ Stands for partial competence

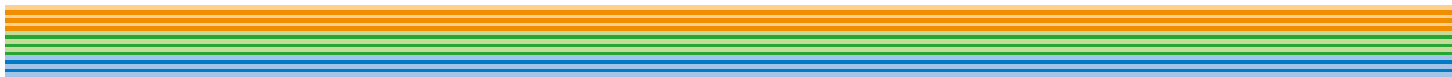
⊙ Stands for Chairperson of the Functional Committee

Note: The best practice of board tenure for independent directors in Taiwan is to serve no more than 3 terms. If appointed for additional terms, then explanations of independence are needed.

Position	Name	Industry and Audit Experiences (Telecommunication Services, Media & Entertainment)			
		Management Experiences	Academic Background	Advisors	Research
Chairman	Chih-Cheng Chien	Chairman of Chunghwa Telecom	Ph.D., Electronic Engineering, National Taiwan Institute of Industrial Technology	Chairperson of the Sustainable Development & Strategy Committee	
Director	Rong-Shy Lin	President of Chunghwa Telecom	Ph.D., Computer Science, National Chiao Tung University		
Director	Sheng Yuan Wu	Political Deputy Minister, Ministry of Transportation and Communications (MOTC)			
Director	Ching-Hwi Lee	Deputy Minister, Ministry of Culture (MOC) (Media and Entertainment)			
Director	Shin-Yi Chang	Director, Department of Accounting, Ministry of Transportation and Communications (MOTC)		Lecturer on risk management and crisis management at the National Academy of Civil Service and former Executive Secretary of the Internal Control Project Promotion Team at the Ministry of Economic Affairs (MOEA)	
Director	Sin-Horng Chen	★Former CEO of National Science and Technology Program of Telecommunication and Network Communication at the National Science Council, Taiwan ★Former Acting President of National Yang Ming Chiao Tung University	Ph.D., Electrical Engineering, Texas Tech University in Lubbock, Texas, USA		Chair Professor, Department of Electrical Engineering, National Yang Ming Chiao Tung University

Position	Name	Industry and Audit Experiences (Telecommunication Services, Media & Entertainment)			
		Management Experiences	Academic Background	Advisors	Research
Director	Lee-Feng Chien	Managing Director, Google Taiwan	Ph.D., Computer Science & Information Engineering, National Taiwan University	Research Fellow, Institute of Information Science, Academia Sinica	Professor, Department of Information Management, National Taiwan University (Joint Appointment with Academia Sinica)
Director	Shih-Hung Tseng	Vice President, Chunghwa Telecom's Corporate Union, Tainan Branch	Electronic Engineering Department of Kun Shan Institute of Technology		
Independent Director	Chung-Chin Lu		Ph.D., Electrical Engineering, University of Southern California, USA	Director, National Science & Technology Center for Disaster Reduction	Professor, Department of Electrical Engineering, National Tsing Hua University
Independent Director	Yi-Chin Tu	<ul style="list-style-type: none"> ★ Chairman of Taiwan AI Labs & Foundation ★ Former Chief R&D Officer, Microsoft AI and Research Group, Asia Pacific Region 	Master, Computer Science and Information Engineering, National Taiwan University		
Independent Director	Su-ming Lin			Chairperson of the Audit Committee	
Independent Director	Chia-Chung Chen	<ul style="list-style-type: none"> ★ CEO of E.SUN Bank (China) Co., Ltd. and E.SUN Commercial Bank, Ltd. ☉ Led a team to launch Taiwan's first internet banking service in 1992. ☉ Recognized as the pioneer of internet banking in Taiwan ★ Chairman of E.SUN Securities Co., Ltd. 		Chairperson of the the Risk Management Committee	
Independent Director	Yu-Fen Lin			Chairperson of the Compensation Committee	

Name	Industry Work Experiences
Executive Directors	
Chih-Cheng Chien	<p>Dr. Chih-Cheng Chien is the Chairman and Chief Executive Officer of the Company. Before assuming his current role, he served as the SEVP & President of the Network Technology Group of the Company from July 2023 to September. 2024.</p> <p>With an illustrious career spanning nearly 40 years at the Company, Dr. Chien has amassed extensive experience in the telecommunications industry, making significant contributions to the advancement of innovative network technologies and driving industry upgrades. In various leadership roles, Dr. Chien has fostered collaboration among industry, government, and academia to promote national economic and technological growth while simultaneously strengthening national network security and resilience.</p> <p>Dr. Chien holds a Ph.D. in Electronic Engineering from the National Taiwan Institute of Industrial Technology.</p>
Rong-Shy Lin	<p>Dr. Rong-Shy Lin currently serves as the President of the Company, bringing with him 35 years of dedicated service. Dr. Lin has extensive experience in senior executive roles within the Company, encompassing positions such as SEVP, Chief Business Officer (CBO), Chief Information Security Officer (CISO), Chief Technology Officer (CTO), President of the Data Communications Business Group and Telecom Labs of the Company.</p> <p>An expert in telecommunications networks and Information and Communication Technologies (ICT), Dr. Lin specializes in network architecture evolution, operations and maintenance systems, integrated network management, ICT system development and applications, process streamlining, telecom operations management, cloud technology, cybersecurity, and project management.</p> <p>During his tenure as CTO, CBO, and CISO, Dr. Lin oversaw the Company's network resilience initiatives, significantly enhancing service reliability and operational capabilities. He has continuously leveraged ICT technologies to support the Company's digital transformation, energy conservation, carbon reduction, and ICT security, with a strong emphasis on ESG and sustainable development. He has been strategizing ESG efforts, ensuring that the Company remains committed to its long-term sustainability goals, including joining the Science Based Targets initiative (SBTi) and RE100, while also promoting biodiversity conservation and digital equity.</p> <p>Dr. Lin holds a Ph.D. in Computer Science from the National Chiao Tung University.</p>



Labor Director

Shih-Hung
Tseng

Mr. Tseng has been with the Company for over 40 years, and currently serves as the labor director. He specializes in Customer Network Access and the Labor Standards Act. As a member of the Board, he ensures that employees' voices are heard and their rights are protected.

Mr. Tseng holds a degree in Electronic Engineering from Kun Shan Institute of Technology.

Non-Executive Directors

Sheng-Yuan
Wu

Mr. Wu has extensive experience in the transportation industry and has practical management experience in ESG, risk management, internal control and performance management.

As the Director General of the Railway Bureau, Mr. Wu actively promotes energy-efficient and low-carbon transportation through railways and metro systems. Under his leadership, the electrification project of the Southern Link Railway received the nation's first carbon footprint verification statement for railway construction. Additionally, he focuses on enhancing the utilization of public transportation while addressing the needs of disadvantaged groups to ensure mobility equity.

Mr. Wu holds an M.S. in Hydraulic and Ocean Engineering from National Cheng Kung University.

Ching-Hwi Lee

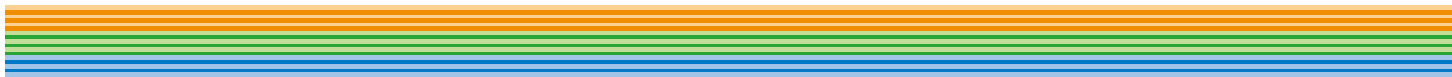
Ms. Lee specializes in cultural administration, cross-boundary governance, performing arts, as well as the audiovisual and music-related creative content industry. Given her extensive industry experience in media and entertainment, she is well-equipped to contribute to the Company's efforts in continuously promoting the development of its Media-on-Demand (MOD) service and other digital content businesses.

Ms. Lee holds a Bachelor's degree in History from National Taiwan Normal University.

Shin-Yi Chang

Mr. Chang is an accounting expert who has served as the Head of the Accounting Department in various government organizations. He was also a lecturer on risk management and crisis management at the National Academy of Civil Service Examination Yuan and served as the Executive Secretary of the Internal Control Project Promotion Team at the Ministry of Economic Affairs for six years.

Mr. Chang holds an MBA degree from National Taiwan University

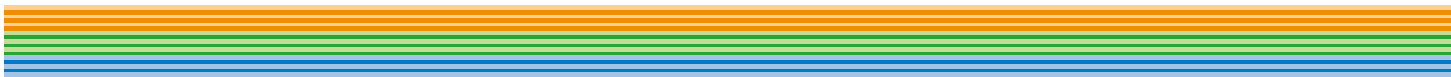


Non-Executive Directors

<p>Lee-Feng Chien</p>	<p>Dr. Chien is a renowned expert in software, artificial intelligence, Chinese search technology, and internet services. His expertise spans Chinese information retrieval, natural language processing, spoken language processing, and web mining. With a career dedicated to innovation, Dr. Chien has extensive experience in organizing, establishing, and developing international R&D centers with multinational corporations.</p> <p>Throughout his career, Dr. Chien has made significant contributions to advancing technology and fostering scientific talent. He was Google's first employee in Taiwan, serving as Managing Director, where he played a pivotal role in driving technological innovation in the region. In addition, he has published numerous influential academic papers and held key roles in international academic conferences and journals, further strengthening his reputation and position as a leading expert in his domain.</p> <p>Dr. Chien holds a Ph.D. in Computer Science & Information Engineering from National Taiwan University.</p>
<p>Sin-Horng Chen</p>	<p>Dr. Chen has an impressive background in academia and industry. He served as the Acting President of one of Taiwan's most prestigious universities, National Yang Ming Chiao Tung University, and has conducted extensive research in speech processing, speech recognition and synthesis, with a current focus on advanced technology development and application system development in Information & Communication Technology.</p> <p>Furthermore, Dr. Chen brings substantial practical industry experience to the table. He has held positions such as CEO of the National Networked and Communications Program and Convener of the Communications Engineering Program (CEP) at the Department of Engineering and Technologies, National Science and Technology Council (NSTC), Taiwan. Additionally, he worked as an engineer in the Telecom Lab of Chunghwa Telecom from 1978 to 1980.</p> <p>Dr. Chen's academic credentials include a Ph.D. in Electrical Engineering from Texas Tech University, USA, further demonstrating his qualifications and expertise in the field.</p>

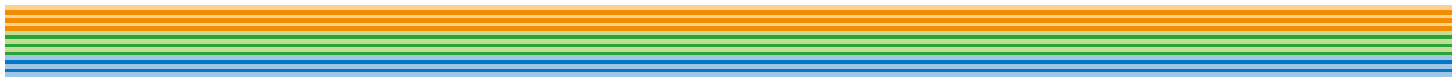
Independent Directors

<p>Yu-Fen Lin</p>	<p>Ms. Lin is a transactional attorney with extensive experience in international investments, banking and electronic payment legal affairs, as well as corporate compliance and finance transactions.</p> <p>Ms. Lin holds a double degree of L.L.B. and B.A. from National Taiwan University.</p>
-------------------	---



Independent Directors

<p>Chung-Chin Lu</p>	<p>Dr. Lu is an independent director of our company. Dr. Lu has been a professor in the Department of Electrical Engineering at National Tsing Hua University since August 2000. Dr. Lu has been teaching and researching in the areas of communication systems, networks, and information theory for more than 35 years and specializes in digital communications, error-correcting codes, systems bioinformatics, quantum computation, as well as machine learning. Further to Dr. Lu's academic efforts, he has been selected and appointed by the Premier of the Executive Yuan as a director of the National Science and Technology Council since July 2020, based on his expertise in the field of disaster reduction research. The Council is established to enhance the competence of Taiwan in the research and development of science and technology for disaster reduction, and promote the implementation and application of the outcomes and technologies of the science and technology for disaster reduction.</p> <p>Dr. Lu holds a Ph.D. in Electrical Engineering from the University of Southern California.</p>
<p>Yi-Chin Tu (a.k.a. Ethan Tu)</p>	<p>Mr. Tu is the founder of PTT, which is a non-profit open-source organization and the largest BBS (Bulletin Board System) site in Taiwan. Before that, he worked at Microsoft, where he served as the Principal Development Manager in the Microsoft AI and Research Group, and later as the Chief R&D Officer, leading the artificial intelligence services development in the Asia Pacific region. In 2017, he left Microsoft to return to Taiwan and founded the Taiwan Artificial Intelligence Lab, which focuses on healthcare, smart cities, and human-machine interfaces as its three AI research and development cores. Mr. Tu specializes in AI data governance, software platform R&D, and digital talent incubation. His expertise will be valuable for helping the Company expand its emerging businesses and acquire corporate customers.</p> <p>Mr. Tu holds a master's degree in Computer Science and Information Engineering from National Taiwan University and is recognized by MSCI as an industry expert on the Audit Committee.</p>
<p>Su-ming Lin</p>	<p>Dr. Lin currently serves as an Adjunct Professor in the Department of Accounting at National Taiwan University. He is a Certified Public Accountant (CPA) in the Republic of China (R.O.C.) and specializes in accounting, finance, tax laws, and international taxation. With extensive experience in Taiwan's tax reforms, Dr. Lin has also held board member positions and served on the Risk Management and Audit Committees in the aviation and insurance sectors for many years.</p> <p>Dr. Lin holds a Ph.D. in Accounting from Arizona State University.</p>



Independent Directors

Chia-Chung
Chen

Mr. Chen is currently the independent director of MOSPEC Semiconductor Corp. and Dimerco Data System Corp. Prior to this, Mr. Chen had over 30 years of experience in banking and finance, specializing in digital finance. Before retiring, Mr. Chen served as the Chief Executive Officer of E.SUN Bank (China) Co., Ltd. and E.SUN Commercial Bank, Ltd., as well as the Chairman of E.SUN Securities Co., Ltd. He led a team that launched the first internet banking service in 1992, earning him the title of the “pioneer of internet banking in Taiwan.” Additionally, in 2000, he initiated and promoted the first E-coin in Taiwan, and in 2012, Mr. Chen led a team in establishing the cross-strait payment platform for third-party payments. Mr. Chen is also well-versed in strategic planning, operational management, and risk management, with extensive experience in corporate governance. He has served as an information consultant for the Taiwan Academy of Banking and Finance and as an executive director of the Taiwan Internet and E-Commerce Association. Mr. Chen's expertise is crucial to the Company's digital banking development, and he holds a master's degree in Agricultural Economics from National Taiwan University.

Note:

1. Independent director, Mr. Chia-Chung Chen is of Hakka descent, which is a sub-ethnic group in Asia.
2. Mr. Chen is recognized by MSCI as the Company's independent director with risk management expertise. Please see below for his prior experiences.

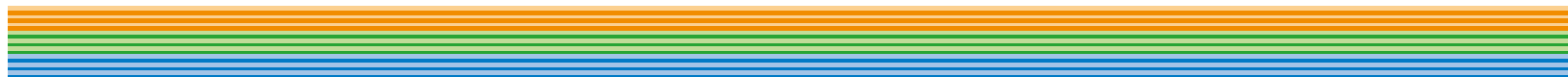
Independent Director Mr. Chia-Chung Chen's prior experiences in risk management

Employment History			Specific Duties to Risk Management
2000~2005	e-Banking Division / E.SUN Commercial Bank	Executive Vice President (EVP)	In 2000, Mr. Chen led the e-banking team to initiate and promote a new and innovative business in Taiwan called E-coin. He was also responsible for relevant risk management and anti-money laundering mechanisms.
2005	E.SUN Securities Co., Ltd.	Deputy President	As the Deputy President of E. Sun Securities, Mr. Chen was responsible for overseeing corporate risk management.
2007~2008	Wealth Management Division/E.SUN Commercial Bank	Deputy President	During the financial crisis of 2007~2008, working as the Deputy President of the Wealth Management Division of E. Sun Bank and a member of its executive-level risk management committee, Mr. Chen was tasked with the duty of monitoring the Bank's risk management indicators on a daily basis.
2012~2015	Personal Consumer Division/E. Sun Commercial Bank	Deputy President	Mr. Chen, as the Deputy President of E. Sun Bank's Personal Consumer Division and a member of its executive-level risk management committee concurrently, worked on cross-strait third-party payment, and was responsible for reporting risk management and anti-money laundering mechanisms to the local authorities for obtaining its business licenses.

Introductions of the Board Members

Name	Education	Past Experiences	Current Position	Expertise
Chih-Cheng Chien	Ph.D., Electronic Engineering, National Taiwan Institute of Industrial Technology	Senior Executive Vice President & President of Network Technology Group, Chunghwa Telecom	Chairman & CEO, Chunghwa Telecom	Telecom Operation & Management, Telecommunication Network Security and Resilience Enhancement, Mobile Network Evolution, 5G Digital Transformation and Industrial Upgrade, Satellite Communications Management & Strategic Development, ESG and Risk Management
Rong-Shy Lin	Ph.D., Computer Science, National Chiao Tung University	Senior Executive Vice President, CBO, CISO and CTO, President of Telecom Labs and Data Communications Business Group, Chunghwa Telecom	President, Chunghwa Telecom	Network Architecture Evolution, O&M System Development, Integrated Network Management, Telecom Operation Management, Cloud Technology, Information and Communication Security, Project Management, ESG, and Risk Management
Sheng-Yuan Wu	M.S., Hydraulic and Ocean Engineering, National Cheng Kung University	Director-General, Railway Bureau, MOTC	Political Deputy Minister, MOTC	ESG, Risk Management, Transportation Planning and Management, Railway, Civil, and Hydraulic Engineering
Ching-Hwi Lee	Bachelor, History, National Taiwan Normal University	Deputy Director, National Palace Museum	Deputy Minister, Ministry of Culture (MOC)	Cultural Administration, Cross -Boundary Governance, Creative Content Industry

Name	Education	Past Experiences	Current Position	Expertise
Shin-Yi Chang	MBA, National Taiwan University	Director, Accounting Department, Ministry of Economic Affairs (MOEA)	Director, Accounting Department, MOTC	Accounting, Risk Management, Crisis Management
Sin-Hong Chen	Ph.D., Electrical Engineering, Texas Tech University, USA	Acting President, National Chiao Tung University	Chair Professor, Institute of Communications Engineering, National Yang Ming Chiao Tung University	Advanced Technology Development and Application System Development in Information & Communication Technology, Speech Signal Processing, Speech Recognition, Speech Synthesis
Lee-Feng Chien	Ph.D., Computer Science & Information Engineering, National Taiwan University	Managing Director, Google, Taiwan Research Fellow, Institute of Information Science, Academia Sinica	Independent Director of 1. Appier Group Inc. Japan, 2. Uni-President Enterprises Corp. 3. Airoha Technology Corp.	Software and Artificial Intelligence (AI) Technology, Chinese Search Technology and Internet Services
Shih-Hung Tseng	Electronic Engineering Department of Kun Shan Institute of Technology	Member of CHT's Workers' Union & President of CHT's Corporate Union, Tainan Branch	Engineer, Tainan Branch, Chunghwa Telecom	ICT, Customer Network Access, Labor Standards Act, Labour Dispute Mediation



Name	Education	Past Experiences	Current Position	Expertise
Yu-Fen Lin	Double Degree of L.L.B. and B.A., National Taiwan University.	Partner, Kao & Partners, Attorneys-at-Law	Managing Partner, Lex & Honor, Attorneys-at-Law	International Commercial Investment, Corporate Investment Law, Administrative and Public Laws related Legal Consultancy, Risk Management
Chung-Chin Lu	Ph.D., Electrical Engineering, University of Southern California, USA	Chairperson, Department of Electrical Engineering, National Tsing Hua University	Professor, Department of Electrical Engineering, National Tsing Hua University	Digital Communications, Error-Correcting Codes, Systems Bioinformatics, Quantum Computation and Quantum Communications, Machine Learning, Audit
Yi- Chin Tu	Master, Computer Science and Information Engineering, National Taiwan University	Founder, Taiwan AI Labs	Chairman & Founder, Taiwan AI Labs & Foundation	Artificial Intelligence (AI), AI Data Governance, Software Platform R&D and Digital Talent Incubation
Chia-Chung Chen	Master, Agricultural Economics, National Taiwan University	CEO, E. SUN Bank (China)	Independent Director, MOSPEC Semiconductor Corp.	Digital Finance, Strategic Planning, Business Management, Risk Management and Corporate Governance
Su-ming Lin	Ph.D., Accounting, Arizona State University, USA	Chairperson, Department of Accounting, National Taiwan University	Adjunct Professor, Department of Accounting, College of Management, National Taiwan University	Financial Accounting, Tax Laws, International Taxation, Audit and Risk Management