

Objective and implementation of board diversity policy

1. Diversify 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.,” with a total of 50 articles, in the 2nd Meeting of the 4th Board of Directors on August 26, 1993. Article 20 of which: 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 (2) 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

Board members shall possess the necessary knowledge, skills, and experience to perform their duties.

2. Concrete Objectives

The board of directors of the Company shall direct company strategies, supervise the management, and be responsible to the Company and its shareholders. The operations and arrangements of its corporate governance system shall be able to ensure that, in exercising its authority, the board of directors complies with the provisions of laws, regulations, its Articles of Incorporation, and the resolutions of its shareholders' meetings.

In order to meet the needs of the Company's business development, the board of directors of the Company shall be composed of experts and scholars in the field of industry, accounting, management, and etc. The members of the board of directors shall include at least one person in various professional fields such as innovation, business, legal affairs, accounting, and information and communication technology. In addition, the Company is also concerned about gender equality, with at least one female director in the composition of the board of directors.

3. The Implementation of the board diversity policy

The Company's current board of directors consists of 13 directors, including 5 independent directors and 8 directors. At present, according to the academic background and professional experiences each director possesses, 9 directors are specialized in innovation, 6 directors specialize in information and communications technology, 5 directors are business experts, 3 directors are accounting majors, and 2 directors focus on legal affairs. Please see below for the implementation of the board diversity policy.

Criteria Name	Gender	An employee/ management of the Company	Age	Tenure of Independent Directors	Innovation	Business	Legal	Accounting	ICT
Chi-Mau Sheih	Male	V	60~70		V	V			V
Shui-Yi Kuo	Male	V	50~60		V	V		V	
Yu-Lin Huang	Male		50~60		V				
Shin-Yi Chang	Male		50~60		V	V			
Lien-Chuan Lee	Male		50~60					V	
Sin-Horng Chen	Male		60~70		V				V
Hung-Yi Hsiao	Male		40~50				V		
Chin-Tsai Pan	Male	V	50~60						V
Lo-Yu Yen	Male		60~70	3.5 years	V	V		V	
JenRan Chen	Male		60~70	3.5 years	V	V			V
Yu-Fen Lin	Female		40~50	2.5 years			V		
Chung-Chin Lu	Male		60~70	1.5 years	V				V

Chung-Chin Lu	V	*	V	V	V	V	V	V
Yi-Chin Tu	V	V	V	V	V	V	V	V

Note: * is referred to possessing partial competencies

5.The Board regularly conducts performance assessment once a year and confirms that its members have diverse backgrounds and competence.