

# Chunghwa Telecom Co., Ltd. Labor Rights Practice Commitment

Approved on June 20, 2025 in Letter Ren-Guan-Xi-Zi No.1140001585

Chunghwa Telecom Co., Ltd. (hereinafter referred to as "the Company"), adhering to the spirit of sustainable management, commits to putting people first, respecting and protecting the labor rights and welfare of all workers, ensuring fairness, dignity and well-being in our operations, and following international human rights standards, Taiwan labor laws and International Labour Organization (ILO) principles. We actively promote and enhance labor rights, striving to create a safe, healthy, equal and respectful work environment.

## **I. Wage and Working Hours Management**

1. The wages paid by the Company to all employees meet and exceed the statutory minimum wage standards, and comprehensively consider the cost of living index in Taiwan to provide a living wage that meets the basic needs of employees and their families, including but not limited to: food, housing, transportation, medical care, education and clothing.
2. The Company actively prevents excessive working hours and mandatory overtime, strictly complying with the working hour provisions of Taiwan's Labor Standards Act. Daily total working hours (8 hours of regular working time plus overtime) shall not exceed 12 hours, and monthly overtime shall not exceed 46 hours. All overtime is based on employee voluntariness, and overtime pay is provided in accordance with the law.
3. The Company has established a comprehensive working hours monitoring and early warning mechanism, controlling overtime limits through attendance system warning/control mechanisms. At the same time, we promote abnormal workload-induced disease prevention plans. For employees who work more than 30 hours of overtime per month, the Company's health management specialists initiate proactive care measures to ensure that specific departments and personnel do not fall into the risk of long-term excessive working hours.

## **II. Equal Remuneration and Paid Annual Leave Protection**

1. The Company adheres to the principle of equal pay for equal work, without differential treatment based on gender, age, race, marital/parental status, religious belief or other identity factors. We are committed to ensuring that all employees in equivalent positions with comparable contributions receive consistent and fair compensation and promotion opportunities.
2. The Company provides paid annual leave (annual paid leaves) that exceeds the statutory standards. In addition to guaranteeing employees' legally entitled leave days, their salary and social insurance benefits during leave period remain unaffected. We encourage employees to fully utilize their annual leave to maintain work-life balance.

## **III. Consultation and Notification for Mass Layoffs**

The Company complies with the employer notification obligations under Taiwan's Act for Worker Protection of Mass Redundancy. If the Company faces major organizational adjustments or mass layoffs, we commit to providing affected employees with a minimum notice period of no less than 60 days and providing employees with career counseling.

## **IV. Scope of Commitment**

This commitment applies to all employees of the Company, and simultaneously encourages contractors and partners to follow standards and principles equivalent to those described in this commitment in their personnel recruitment and labor condition management, jointly promoting human rights protection and labor rights.

## **V. This commitment shall be announced and implemented after approval by the President of the Company, and the same shall apply to amendments.**