

## **Directions for Recognition of Senior Employees of Chunghwa Telecom Co., Ltd.**

Issued by Letter No. 0950002128 of CHT-HR-II of the Company on Dec. 19, 2006  
Amended by Letter No. 1090000336 of CHT-HR-III of the Company on Mar. 6, 2020  
Amended by Letter No. 1120000814 of CHT-HR-Ren-Cai of the Company on Apr.11, 2023  
Amended by Letter No. 1120001834 of CHT-HR-Ren-Cai of the Company on Jul.20, 2023

### **Article 1**

To recognize senior employees, Chunghwa Telecom Co., Ltd. as well as the subsidiaries thereof (referred as “the Company” hereinafter) stipulates this Directions on the basis of Article 14 of the Collective Agreement.

### **Article 2**

The employees of the Company that have accumulated more than 10 service years or above and have scored 80 points or above in the yearly appraisal for the last 3 years may be recognized pursuant to this Directions.

Provided that an employee has scored 79 or below for a year in the last 3 years stipulated in the preceding Paragraph, the employee may be recognized accordingly upon scoring 80 points or above for 3 years in a row.

### **Article 3**

The years of service stated in the preceding Article are counted on a yearly basis; the period less than 1 year does not count; only the actual years of service after the privatization of the Company count.

An employee of the Company that is on leave without pay, upon resuming service, is deemed as continuing the service as the years of service before and after the leave can be combined and counted, except the duration of leave without pay.

### **Article 4**

Employees that have served up the years stipulated in Article II and the preceding Article herein may be recognized on the year of reaching the stipulated year of service or the next year as follows:

1. Employee that has served up to 10 years is to be granted with NT\$5,000 reward and one award certificate.

2. Employee that has served up to 20 years is to be granted with NT\$30,000 reward and one award certificate.
3. Employee that has served up to 30 years is to be granted with NT\$50,000 reward and one award certificate.

#### **Article 5**

The recognitions pursuant to the stipulations herein may be made on the Anniversary Ceremony of Establishment of the Company or any other appropriate occasion, whereas the lists of the recognized employees are to be compiled and submitted by the subsidiary companies and laboratories to the head office.

The senior employees listed in the preceding Article may be represented by a representative designated by the organizer at the organizer's discretion to receive commendation and award certificates on the Ceremony in the preceding Paragraph; the rest of the senior employees may be recognized by the respective institutions they serve.

The employees to be recognized according to the preceding Paragraph that have left or been deceased upon commendation shall not be commended, except the retired employees.

#### **Article 6**

The reward amount required herein is to be disbursed under the item "Other Rewards 159."

#### **Article 7**

The Directions shall come into force upon the approval by the Chief Executive Officer, and the same in case of any amendment thereto.