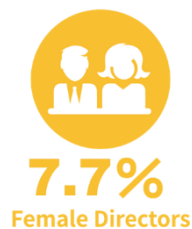


Board Diversity and Implementation at Chunghwa Telecom

Data as of end-December 2025



Board Composition and Governance Framework

Following the re-election of the Board of Directors at the shareholders' meeting in May 2025, the Company's Board of Directors is composed as follows: 13 directors in total, including 2 executive directors, 1 labor representative director, 5 non-executive directors, and 5 independent directors.

To strengthen corporate governance and promote sound Board development, the Company has adopted the Code of Corporate Governance for Chunghwa Telecom Co., Ltd. Article 20 of the Code stipulates that Board composition should take diversity into account. In line with this, the Company ensures a Board that reflects its business operations, dynamics, and development needs by considering various factors such as gender, age, nationality, culture, ethnicity, and professional background.

Board Diversity Objectives

- ◆ Maintain at least one female director on the Board.
- ◆ Ensure that at least one director possesses professional backgrounds and expertise in each of the following areas: telecommunications industry, business management, information and communication technology, fintech, audit and risk management, marketing /commerce, and accounting/finance.

◆ **Industry Alignment of Board Expertise**

Notably, the Board includes members with distinguished backgrounds from industry, government, and academia, offering diverse perspectives and domain-specific insights. This breadth of expertise significantly enhances the Board’s deliberative, supervisory, and risk oversight capabilities, while supporting informed decision-making and long-term strategic planning.

The Board comprises members whose professional experience and industry insight are closely aligned with the MSCI GICS sectors of Information Technology (Software & Services) and Communication Services (Telecommunication Services; Media & Entertainment). Their collective expertise underpins the development and expansion of the Company’s core and emerging businesses, including but not limited to:

Core Telecommunications & Network Infrastructure	Emerging Businesses & Digital Transformation
<p style="text-align: center;">Telecommunications & Network Security Information and Communication Technology (ICT) Broadband & 5G Wireless Networks Satellite Communications Submarine Cable Communications</p>	<p style="text-align: center;">IDC Cloud Services / Global Cloud Network Artificial Intelligence (AI) Artificial Intelligence of Things (AIoT) Big Data Cybersecurity Blockchain Financial Technology (FinTech) Media & Entertainment Digital Transformation</p>

Overall, the Board of Directors possesses the competencies and experience required to effectively guide and oversee the Company’s long-term sustainable development.

Director Development and Continuing Education

To ensure that directors' competencies remain current, the Company continually develops and enhances its diversified continuing education programs for directors. These programs are designed to strengthen directors' expertise in risk management, sustainability strategies, information security, and corporate governance, in line with regulatory trends and the evolving ESG landscape, thereby enhancing the Board's overall effectiveness and decision-making quality.

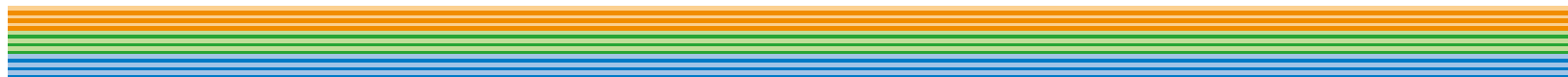


Directors' Name	Date of First Election / Appointment	Terms of Office (Note)	Gender	Age	Industry Experiences (years)	Nationality	Industry Experiences							Professional Knowledge		
							Business Management	Sustainable Development (ESG)	ICT	Fintech	Audit & Risk Management	Marketing & Commerce	Media & Entertainment Culture Creativity	Human Resources Management & Development	Legal	Accounting & Finance
Chih-Cheng Chien	2024.9.30		M	61~70	40	R.O.C.	V	V	V		V	V				
Rong-Shy Lin	2024.9.30		M	51~60	36	R.O.C.	V	V	V		V	V		★		
Sheng-Yuan Wu	2024.9.24		M	61~70	2	R.O.C.	V	V	★		V			V		
Ching-Hwi Lee	2022.5.27		F	61~70	4	R.O.C.	V	★					V	★		
Chi-Hwa Chern	2025.5.29		M	51~60	1	R.O.C.	V	V	V		V	V				
Li-Feng Chien	2024.9.24		M	61~70	2	R.O.C.	V	★	V	★		★				
I-Jen Su	2025.5.29		M	51~60	3	R.O.C.			V	V	V	★				
Shiow Long Horng	2025.3.11		M	51~60	34	R.O.C.	V	V	V	V	★	V	★	★	★	★
Su-Ming Lin	2022.5.27	2	M	61~70	4	R.O.C.	V	V			V				★	V
Yi-Chin Tu	2019.6.21	3	M	41~50	31	R.O.C.	V	V	V	V	V	V				
Ikujin Ko	2025.5.29	1	M	51~60	0	Japan	V	V	V		★	V		V	★	★
Ching-Feng Hsueh	2025.5.29	1	M	51~60	0	R.O.C.	★	★			★		★	★	V	
Jer-Liang Yeh	2025.5.29	1	M	51~60	8	R.O.C.	V	V	V	★	V	★				

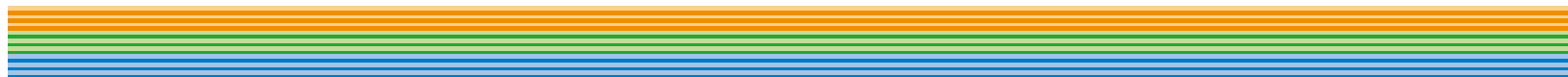
★ Stands for partial competence

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 Expertise and Audit/Risk Management Experience-Current and Former Roles (Telecommunication Services, Media & Entertainment)			
		Management Experiences	Academic Background	Advisors	Research
Chairman	Chih-Cheng Chien	★Chairman of Chunghwa Telecom ★Director, Industrial Technology Research Institute	Ph.D., Electronic Engineering, National Taiwan Institute of Technology		
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) ★Chairperson, Taiwan Fine Arts Foundation ★ Director, National Performing Arts Center ★Former Director, Taiwan Creative Content Agency			
Director	Chi-Hwa Chern	Director, Department of Industrial Development and International Affairs of Transportation, MOTC			



Position	Name	Industry Expertise and Audit/Risk Management Experience-Current and Former Roles (Telecommunication Services, Media & Entertainment)			
		Management Experiences	Academic Background	Advisors	Research
Director	I-Jen Su	<ul style="list-style-type: none"> ★ Former Researcher, Information Technologies Lab, Chunghwa Telecommunication Laboratories ★ Independent Director, USERJOY Technology Co., Ltd. Cultural and Creative Industries 	Ph.D., Electrical Engineering, National Cheng Kung University		<ul style="list-style-type: none"> ★ Professor, Department of Computer Science and Information Engineering, National Penghu University ★ Dean, College of Informatics, Shu-Te University
Director	Li-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	Shiow-Long Horng	<ul style="list-style-type: none"> ★ Former President, Chunghwa Telecom Workers' Union ★ Engineer, Mobile Network Northern Branch, Network Technology Group, Chunghwa Telecom 			
Independent Director	Su-Ming Lin	<ul style="list-style-type: none"> ★ Former Supervisor, Land Bank of Taiwan ★ Director and Standing Supervisor, Chang Hwa Commercial Bank ★ Former Director, Taipei Exchange (TPEX) 		<ul style="list-style-type: none"> ★ Former Member, Tax Reform Committee, Executive Yuan and Tax Reform Task Force, Ministry of Finance 	



Position	Name	Industry Expertise and Audit/Risk Management Experience-Current and Former Roles (Telecommunication Services, Media & Entertainment)			
		Management Experiences	Academic Background	Advisors	Research
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 ★ Founder and Administrator of PTT, Taiwan's Largest BBS (Bulletin Board System) Platform 	<p>M.S., Computer Science and Information Engineering, National Taiwan University</p>		
Independent Director	Ikujin Ko	<ul style="list-style-type: none"> ★ Chairman, Creative Sensor Inc. & Teco Image Systems Co., Ltd ★ Former Sector Executive, IT & Optronics Product Sector, TECO Group 	<p>M.S., Electrical Engineering, Columbia University</p>		
Independent Director	Jer-Liang Yeh	<ul style="list-style-type: none"> ★ Former Executive Secretary, Board of Science and Technology (BOST), Executive Yuan ★ Former Deputy Minister, Public Construction Commission, Executive Yuan ★ Co-Funder & CTO AIP Networks, CA, USA (R & D of Optical Cross-Connect/OXC) 	<ul style="list-style-type: none"> ★ Ph.D., Electrical Engineering, Cornell University ★ M.S., Mechanical and Aerospace Engineering, Cornell University ★ ASME Fellow 	<p>Advisor, Taiwan Digital Enterprise Alliance</p>	<ul style="list-style-type: none"> ★ Professor, Institute of Electrical Engineering and Computer Science, National Tsing Hua University ; ★ Recipient of National Science and Technology Council (NSTC) Outstanding Research Award, NSTC Ta-You Wu Memorial Award for Young Investigators, and 2025 NSTC Distinguished Research Fellow (Youngest Awardee)