

Chunghwa Telecom Co., Ltd.

Board Performance Evaluation Report for 2025

1. Basis: The Company's Regulations Governing the Performance Evaluation of the Board of Directors

2. Evaluation Method and Cycle

(1). Internal evaluation: The board performance self-evaluation scope covers the Board as a whole, individual directors and functional committees, and shall be conducted by the end of each year.

(2). External evaluation: The board performance evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years.

The Company commissioned the Taiwan Corporate Governance Association to conduct external evaluations in 2019 and 2024, and commissioned the Taiwan Institute of Ethical Business (TIEB) to conduct an external board performance evaluation in 2022.

3. Internal evaluation

(1). Evaluation Procedure:

i. For internal board performance evaluation, the administrative unit shall collect information about the activities of the Board, individual directors and functional committees before December 31st, every year and distribute questionnaires to directors to fill in.

ii. After the administrative unit collects the completed questionnaires and compile the evaluation results, the results shall be reported separately to the Nomination Committee and the Board of Directors before the end of March of the following year as a reference for review and improvement.

(2). Evaluation Indices:

i. Performance self-evaluation of the Board of Directors includes the following six aspects: participation in the operation of the Company, improvement of the quality of the board's decision-making, composition and structure of the board of directors, election and continuing education of the directors, internal control, and participation in sustainable development (ESG).

ii. Performance self-evaluation of individual directors includes the following six aspects: Alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationships and communication, the director's professionalism and continuing education, and internal control.

iii. Performance self-evaluation by functional committees includes the following five aspects: Participation in the operation of the Company, awareness of the duties of the functional committee, improvement of the quality of the decision-making by the functional committee,

the makeup of the functional committee and the election of its members, and internal control.

(3). Evaluation Period: 2025/1/1~2025/12/31

4. External evaluation

The Company commissioned the Taiwan Corporate Governance Association in September 2024 to conduct an independent professional evaluation of the overall effectiveness of the Board's operations, covering the period from October 1, 2023 to September 30, 2024. In accordance with the three-year external evaluation cycle, no external evaluation was conducted in the current year. The next external evaluation is scheduled for 2027.

5. Evaluation results

(1). Implementation of Internal Self-Evaluation Questionnaires:

The Company's 2025 Board performance evaluation was conducted through internal self-evaluation questionnaires. Of the 13 directors, a total of 12 questionnaires for the Board and individual directors were returned, representing a response rate of 92.31%. The self-evaluation questionnaires of all functional committees each achieved a 100% response rate, and the returned questionnaires are considered representative.

Board and Functional Committees	Total Directors /Members	Questionnaires Returned	Response Rate (%)
Board of Directors	13	12 ^(Note 1)	92.31%
Individual Director	13	12 ^(Note 1)	92.31%
Audit Committee	5	5	100.00%
Compensation Committee	3	3	100.00%
Sustainable Development and Strategy Committee	9	9	100.00%
Risk Management Committee	5	5	100.00%

Note 1: One director did not complete the performance self-evaluation questionnaires for the Board and individual directors. All other directors completed the questionnaires, and all returned questionnaires were included in this year's evaluation statistics.

Note 2: The Nomination Committee was established on November 7, 2025, and, having been in operation for less than six months, its performance evaluation will be conducted in 2026.

(2). Internal evaluation results:

The Board of Directors, individual directors, and all functional committees operate effectively and in full compliance with corporate governance requirements; each committee has duly fulfilled its responsibilities, thereby effectively enhancing the functions of the Board.

i. Self-evaluation of board performance: Across six aspects and a total of 41 evaluation indices (questionnaire items), the average score for each aspect ranges between 4.97 and 5.00 on a 5-point scale.

Aspects of Evaluation	Average score
	Year 2025
1. Participation in the operation of the Company	4.97
2. Improvement of the quality of the board's decision-making	4.98
3. Composition and structure of the board of directors	5.00
4. Election and continuing education of the directors	5.00
5. Internal control	5.00
6. Participation in sustainable development (ESG)	5.00

ii. Self-evaluation of individual director performance: Across six aspects and a total of 25 evaluation indices (questionnaire items), the average score for each aspect ranges between 4.92 and 5.00 on a 5-point scale.

Aspects of Evaluation	Average score
	Year 2025
1. Alignment of the goals and missions of the Company	4.97
2. Awareness of the duties of a director	4.98
3. Participation in the operation of the Company	4.93
4. Management of internal relationship and communication	4.92
5. The director's professionalism and continuing education	5.00
6. Internal control	5.00

iii. Self-evaluation of functional committees' performance: The evaluation indices, i.e., the

questionnaire items, comprised 21 items for the Audit Committee, 18 for the Compensation Committee, 20 for the Sustainable Development and Strategy Committee, and 19 for the Risk Management Committee. Among them, all evaluation indices of the Compensation Committee and the Risk Management Committee achieved full scores (5 points), while the Audit Committee and the Sustainable Development and Strategy Committee recorded average scores of 4.988 and 4.986, respectively.

Aspects of Evaluation \ Functional Committees	Audit Committee	Compensation Committee	Sustainable Development and Strategy Committee	Risk Management Committee
1. Participation in the operation of the Company	5.00	5.00	4.97	5.00
2. Improvement of the quality of decision-making by the functional committee	5.00	5.00	5.00	5.00
3. Awareness of the duties of the functional committee	4.94	5.00	4.96	5.00
4. The makeup of the functional committee and the election of its members	5.00	5.00	5.00	5.00
5. Internal control	5.00	5.00	5.00	5.00

(3). The above evaluation results and improvement recommendations were separately submitted to the Nomination Committee for discussion on January 16, 2026, and were reported at the 3rd meeting of the 11th Board of Directors on January 23, 2026.