



Employee Care



Strategy

Our commitment to “peace of mind for employees” involves respecting every employee without discrimination for any differences such as gender, age, ethnicity, or religion. We care for employees’ health, safety, right of association and opinions, and continue to enhance communication with them.

Management

Ensure all employees enter into a formal “employment agreement,” duly observes the Labor Standards Act and other applicable laws, and calls for labor-management meetings at regular intervals.

Action

- Established Telecommunication Training Institute to be designated for employee training.
- Advocacy of Happiness in Working at CHT.

Response

Personnel management at subsidiaries

Target

Support good people and allows all employees to share the results of operations to realize happiness.

Indicator

- GRI** The basic salary offered by Chunghwa Telecom is **1.4** times the minimum wage in Taiwan.
- GRI** Employee satisfaction survey on “Employee Happiness” with overall scoring of **80** marks.
- GRI** Per Capital Training Hours: **47** hours



Protect Employee Rights

Chunghwa Telecom treats employees as the most important business partner. In addition to implementing a fair compensation/welfare system and assuring employees' basic work rights/human rights, the Company has also been active in the creation of a safe work environment.

For best protection of employees' work rights, Chunghwa Telecom signs "employment contracts" with individual employees and notifies them of changes in the terms of employment in accordance with Labor Standards Act. Furthermore, we exploit various communication channels including seminars and labor-management meetings to maintain a harmonious and mutually beneficial working relation.

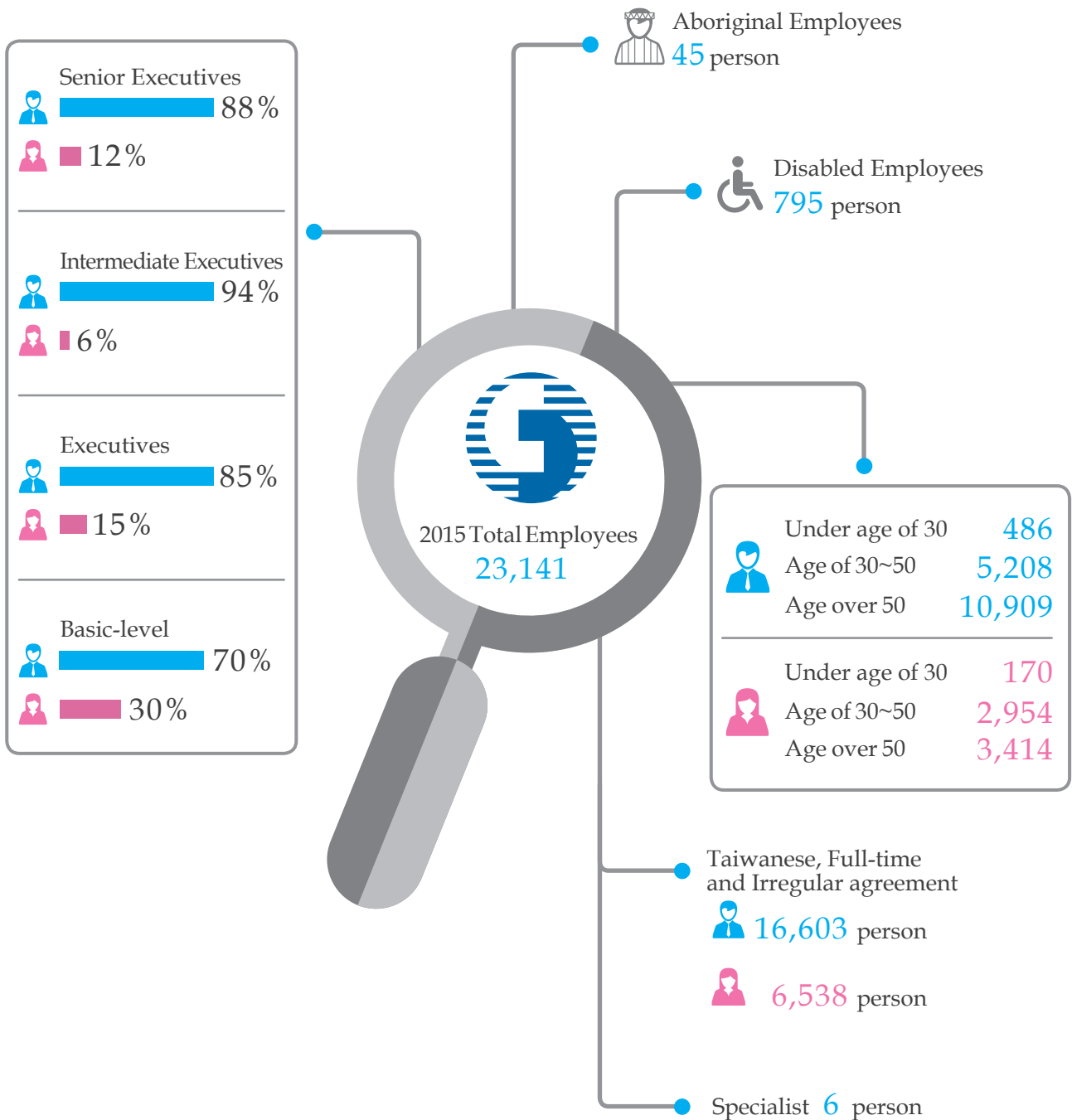
A Competitive Compensation System

We have a "Compensation Committee" in place to ensure competitive compensation for the best talents. In addition, the Company has a transparent system of sharing business performance with its employees. Compensations for the executive management have been standardized with details publicly disclosed in annual reports. The Company offers equal compensation for entry-level employees of the same grade. Those who possess relevant skills and work experience may have compensation evaluated based on educational background, career experience, expertise, and professional certification. Under no circumstances will compensation be determined based on gender or racial differences.

Our employees averaged a 2.5% salary adjustment in 2015, while the highest adjustment was made at 5.5%. Given the fact that entry-level employees were relatively young and prone to higher financial burdens, our salary adjustments were primarily focused towards entry-level employees, and those with lesser monthly salaries were entitled to higher percentage increase.

Human Resource Structure

G4-10,G4-11



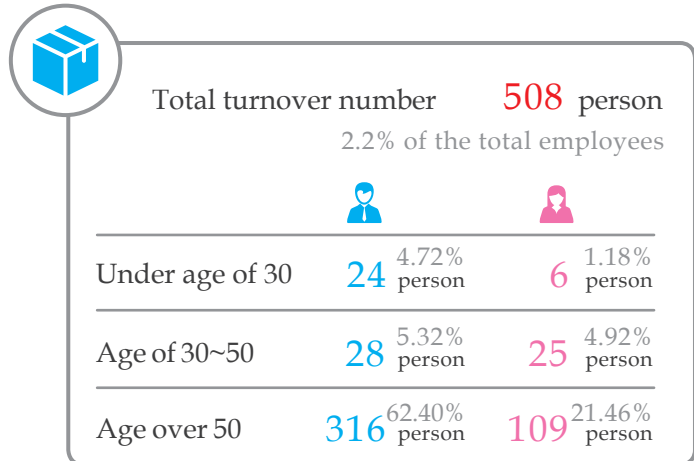
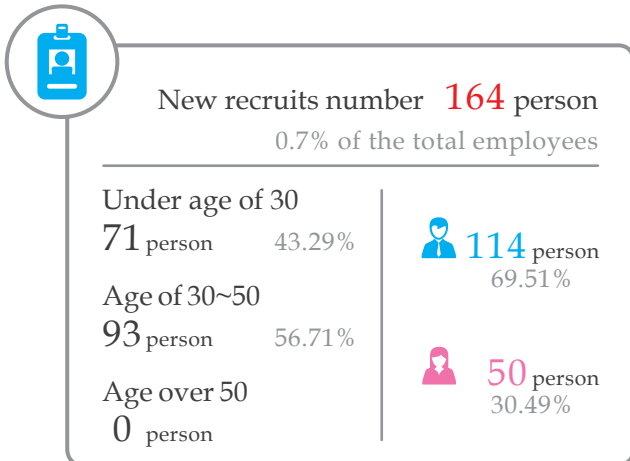
The Only Taiwanese Carrier with Union Establishment

Chunghwa Telecom is the only telecommunication carrier in Taiwan with union establishment; it has also signed a collective bargaining agreement with the union. This agreement covers an extensive range of issues from redundancy, reward, discipline, promotion, to health and safety.

This initiative not only complies with local laws and international human rights conventions, but is also a show of our commitment to protect employees' interests. In addition to the union established by Chunghwa Telecom, employees have also assembled 8 other unions under the organization. In 2015, 99.86% of employees had attained union membership. A director seat has also been reserved for workers' representative, so that employees can more freely express their opinions.

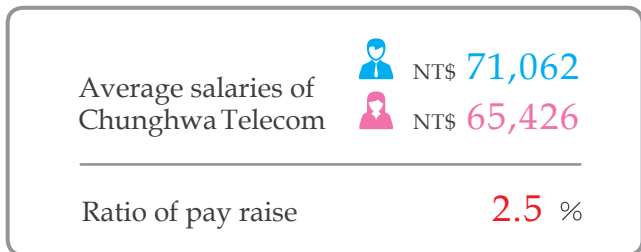
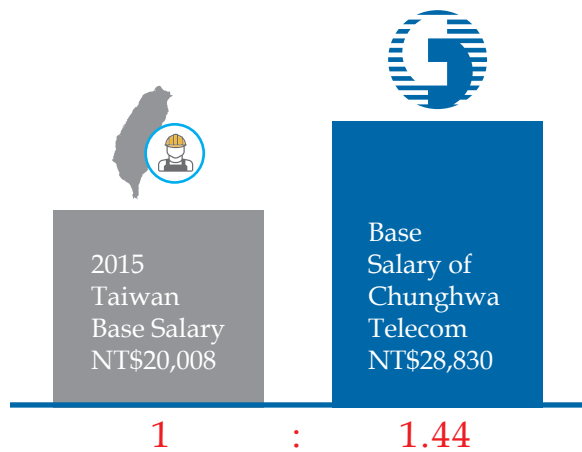


New Recruit and Turnover Number in 2015



Competitive Compensation of Chunghwa Telecom

G4-54



Human Resource Structure of Honghua Subsidiary

宏華國際	Male	Female
Under age of 30	922	1,691
Age of 30~50	1,095	1,347
Age over 50	15	32
Taiwanese	2,032	3,070
Disabled Employees	26	16
Aboriginal Employees	5	4
Full-time	2,032	3,070

Gender Equality and Diversity

Chunghwa Telecom values human rights and gender equality at work. In 2015, female staff accounted for 28.25% of total staff, while female managers accounted for 25.16% of total managers. To conform with the essence of Act of Gender Equality in Employment, the Company has outlined its sexual harassment prevention policy and established a "Complaint Investigation Committee" that specializes in handling employees' complaints regarding work-related discrimination and improper behavior. The investigation committee has 5 members, with 3 female members. Owing to our effective control, no incident of discrimination was reported in 2015.

With regards to the diversity of manpower, we have been hiring persons with disability above the quota specified in Article 38 of People with Disabilities Rights Protection Act. In 2015, the number of persons with disability hired by the Company was more than 3.66 times the statutory quota (statutory quota: 217; actual hire: 795). As for the 45 indigenous employees onboard in 2015, we have fully respected their cultures and therefore no violation of work rights or human rights was reported during the year.

Open Communication and Complaint Channels

We have open communication channels in place to make sure that employees' needs and suggestions are heard. Any violation or misconduct discovered at work can be reported to the relevant department using the channels provided. Chunghwa Telecom received no internal complaint regarding human rights issues in 2015.

We hold regular labor-management meetings to maintain active communication between employees and the employer. Employees and the employer each assign 9 representatives and takes turns to chair the meeting. The Chairman and President of Chunghwa Telecom constantly engage union chairman, directors and supervisors in communication via meetings and telephone. The chairman of Chunghwa Telecom Workers' Union is entitled to participate in disciplinary review meetings, performance appraisal meetings, and business report meetings to make sure that workers are kept up to date on news of the Company.

In 2015, the Company held 6 nationwide labor-management meetings and 1 special conference, during which employees and the employer had reached consensus on many issues. Furthermore, the Company held 5 coordination meetings to discuss terms of employment, including amendments to the work accident guidelines.



Employee Grievance Channels

- CHT intranet portal: <http://eip.cht.com.tw>
- Accountable department: Human Resource Division, Head Office (Room 503, No. 21-3, Section 1, Xinyi Road, Taipei City 100)
- Grievance hotline (post on Employee zone): 0800-080998
- Grievance fax line: (02) 2357-0007
- Email: chthr@cht.com.tw



Employee Training and Development

We adopt a business focus of “core competitiveness, professionalism, efficiency, and service” and seek to develop innovative talents through a combination of internal and external training.

We have a comprehensive training system to assist employees’ development in all dimensions. The system incorporates “needs analysis” and “in-depth planning” before a program begins, and follows up with performance assessment and review after a program ends. This systematic approach enhances employees’ professional skills and work efficiency, and enables the Company to make better coordination of human resources.

Dedicated Training Units

In order to sustain competitive advantage, Chunghwa Telecom has founded a “Telecommunication Training Institute” that specializes in training technical as well as managerial talents in the telecommunication field. Furthermore, a “Talent Development Team” has been convened by the President to conduct regular reviews on the planning and outcome of the Company’s training efforts, thereby making sure that the training programs are practical and closely aligned with operational policies.

The Institute currently offers 870 professional training courses in 19 categories including networking and marketing. It also has managerial courses available to enhance employees’ technical as well as managerial capabilities. Professional training totaled 35,856 persons in 2015, while managerial courses received a total of 2,354 persons.



Talent Development Strategies of the Telecommunication Training Institute

The Institute has been entrusted with the mission of supporting the Company’s business strategies and visions. Its human resource development strategies were formulated based on Chunghwa Telecom’s business focus and talent requirements in 2016~2018.

- Alignment of training and business development: formulate training solutions in congruency with the Company’s strategic goals and plans.
- Nurturing of managerial talents: recent survey has indicated significant number of retirements in senior positions over the next 5 years. It is imperative for mid-level managers to develop the skills needed to accomplish more complex tasks. Senior reserve talents are required to undergo a stringent training process. There should be an assessment system after the training program to develop a talent base for future reference.
- Professional training: focus on developing work skills and certifications needed to support the Company’s growth, and embodies a broad range of training courses on managerial as well as technical skills.
- Digital and diverse learning: through the use of interactive, mixed and social learning approaches, we enable employees to develop knowledge online at their own convenience. Furthermore, other learning aids such as social networks and on-site experts are being utilized to enhance employees’ learning progress.

Results

- 1 **Training and certification of corporate customer managers have resulted in sales growth**
 - Between 2012 and 2015, 771 people had participated in the training and 668 people (87%) were certified.
 - Compared to 2011, employees who had passed certification exhibited approximately an NT\$3 billion increase in revenue contributions in 2014.
- 2 **Growth in average revenue per employee**
 - 78 people had enrolled for “SME Sales Training Course”.
 - Revenue contributions averaged NT\$460,000 per enrolled employee in 2015, up NT\$250,000 from 2014.

Diversified Learning Channels

To meet organizational needs, personal interest and personality traits of employees, Telecommunication Training Institute provides a diversity of channels for learning, to help employees develop their professional skills in depth and refine their management skills. These help to bring about growth and proper career development of employees.

Employees can receive training at the Telecommunication Training Institute during regular hours and in the evening or on holidays. Telecommunication Training Institute can also dispatch tutors to relevant business units for organizing training. We offers diversified learning channels: class teaching, distance education, digital learning, holiday course, evening classes, tutor, take programs externally, and digital library.

New Employee Training

The orientation is intended to provide new recruits with a general understanding of the organization's visions, ideals, values and culture that would help them adapt at a faster rate. In 2014, we established "New Recruit Counseling Guidelines for Chunghwa Telecom and Subordinate Institutions" and introduced a counselor system along with digital learning tools to help shorten employee's learning curve.



Recruitment and Development of New-Generation Talents

According to an internal manpower survey, Chunghwa Telecom will encounter a retirement wave of senior managers in five years. The following measures have been developed in response to the retirement wave and to resolve possible disruption in the transfer of knowledge:

- Engage HongHwa where necessary to fill in shortfalls of frontline staff.
- Recruit additional talent for the R&D of new information, ICT and 4G technologies and to support business growth. Recruitment needs are to be approved on a case-by-case basis.
- Nurturing of next-generation talents: the Company outlines talent-training programs on a yearly basis. It provides employees with professional and diverse training options, and certifies their skill development.
- Emerging businesses: new ICT technologies are being integrated with knowledge in different fields, the Company will focus on training professional talents that have the ability to adapt and apply knowledge across different fields of expertise from cloud computing, big data, product packaging, to actual practice.

Fair Assessment Mechanism

Chunghwa Telecom has instituted the "Employees Performance Evaluation Guidelines" which are applicable to all employees so as to evaluate the performance of employees and develop the corporate culture where employees, customers, shareholders, and the Company are winners. For a particular employee who is underperforming, the Company will give supervision to guide their corrective action and keep track on the correction until improvement is made under appropriate procedures.

Chunghwa Telecom conducts performance appraisal in three different levels: entry-level staff, entry and mid-level managers, and senior managers. A performance appraisal involves a series of face-to-face discussions between employee and line manager at the beginning of year to set personal goals, and at mid-year and year-end to evaluate employee's contribution to the Company's performance. During these sessions, managers would also discuss with employees about career plans and suggest courses that are relevant to their future careers. Performance bonus and employee remuneration are tied to employees' individual performances.



Nurturing of Professional Talents

Chunghwa Telecom is dedicated to providing employees with a diverse learning environment. In 2015, Chunghwa Telecom incurred more than NT\$500 million in training expenses and trained employees for a total of 1.07 million hours. Meanwhile, we encourage employees to commit to life-long learning, offering as much as NT\$30,000 of education subsidy per semester. 776 people had applied subsidies and their efforts were compensated by the Company for NT\$11.45 million.

Investment in Education and Training	2013	2014	2015
Total Training Expense (NT\$ million)	748	679	572
Per Capital Training (NT\$)	30,877	28,857	24,733
Total Training Hours (hours)	1,413,923	1,129,809	1,078,140
Per Capital Training Hours (hours)	58	48	47

Note: We adopted a precision training policy in 2015 and engaged internal instructors to teach many of our courses. As a result, the amount of budgeted training expenses had decreased while the number of total and average training hours remained unchanged from 2014.

Academic Talent Training

We have been cooperating with 4 major universities (NTU, NCTU, NTHU, and NCU) to offer summer internship for 12 candidates. All interns are properly compensated and offered comprehensive training courses. Furthermore, in an attempt to develop overseas telecommunication talents, the “Chunghwa Telecom Southeast Asian Scholarship” program has been introduced to offer scholarship for top students of Southeast Asian origin or residency. Candidates of the scholarship program may even have the chance to participate in R&D projects or be assigned to work as interns at various branches.

Work Happiness Survey

Since 2011, we have been engaging outside 3rd parties to conduct annual “Chunghwa Telecom Work Happiness Survey” on an anonymous basis. These surveys are designed to measure employees’ satisfaction towards the work environment, welfare and compensation. It serves as a means of learning employees’ opinions and understanding how they feel and what they expect about work.

Since the surveys began, the Company has received increasing level of satisfaction and response year after year. In the future, we will continue to respond and communicate on employees’ opinions, and provide suitable training to further enhance employees’ satisfaction and happiness.

Employees’ Satisfaction

(100 point scale)



Occupational Health and Safety

Chunghwa Telecom was the first telecommunication service provider in Taiwan to adopt Occupational Health and Safety Management System (OHSAS 18000). By the end of 2015, the Company already had 27 business groups and branches that passed international certification.

We actively participate in the government's initiatives to promote healthy workplace. 7 divisions within the Company have received awards under the "National Workplace Safety and Health Campaign" organized by Occupational Safety and Health Administration, Ministry of Labor. The Northern Taiwan Business Group, in particular, ranked first in Taipei City's Most Healthy Workplaces, and received the National Exemplary Healthy Workplace Award from Health Promotion Administration, Ministry of Health and Welfare.

We adopt systematic management to ensure employees' health and safety. In addition to identifying hazards and assessing risks associated with telecom operations, the Company has also applied restrictions and enhanced risk control for high-risk tasks, while taking effective precautions to prevent occupational hazards. In addition to complying with safety and health regulations, the Company has also been active in the improvement of current work environment and taking actions in regards to safety and health facilities.

Follow the Safety and Health Regulations and Enforce Self-Management.

Implement Hazard Identification and Enforce Risk Control.

Strengthen both Mental and Physical Health Services.

Encourage Participation through Open Communication and Available Consultation.

Continue on Equipment Improvement, Create Quality Work Place.

Conduct Labor Safety Training Programs to Raise Safety Awareness.






Dedicated Occupational Safety and Health Management Unit

We have a dedicated “Labor safety and health department” responsible for planning and implementation of labor safety and health matters, meanwhile, “Labor safety and health committee” is established and meets quarterly to deliberate, coordinate and make suggestions on the issues of labor safety and health.

“Labor safety and health committee” consists of 26 members, including representatives from each department units and labor union as well as technician and medical personnel, etc. Among which, 9 members are from labor union accounted for 35% of all members. 4 meetings were held in 2015 with 11 proposals presented by the labor representatives of which 5 related to the issue of the improvement of safety and health facilities, 2 related to refinement of safety and health management, 1 related to food hygiene, and 3 related to employee benefits.

		
Number of Disabilities	11	7
Frequency of Disabling	0.33	0.54
Severity of Disabling Injuries	13	12
Occupational Injuries Rate per 1,000 Workers	0.66	1.70

Hiring of Full-Time Physicians and Nurses

In order to provide immediate medical assistance, we hired 12 full-time nurses and contracted 10 physicians in 2015 specifically to tend to workers’ health. These personnel were assigned to perform service at Xinyi, Aiguo, Linsen, Guoguang, and Da’an branches.

For employees involved in hi-rise work activities, the Company has deployed six i-med systems at local customer centers to perform blood pressure measurement and monitor employees’ health before work, and hence minimize chances of occupational hazard.

Reducing Occupational Hazards

Chunghwa Telecom’s “Work Accident Guidelines” contain detailed procedures for assessing occupational illness. Employees who are suspected to have suffered from occupational illness are assisted to apply for verification at the local municipal/county/city authority, in accordance with Act for Protecting Worker of Occupational Accidents.

The Company encountered 18 cases of occupational hazard in 2015; 2 of which had occurred during work while 16 had occurred when commuting. We manage risks at the source, making sure that construction risks are within control as early as the design stage. The line construction management system has been added with remarks to highlight high-risk operations along with risk assessment information. The system was launched in March 2015, giving workers the effective means to identify risks and take precautions.

All high-risk operations are subject to approval. Workers are also required to take site pictures with handheld devices and upload them to the monitoring system, so that precautionary measures can be identified and taken to prevent falls, oxygen deficiency etc. To promote employee’s awareness and skills on safety and health, we organized 200 training sessions and received 8,381 enrollments in 2015.

	2013	2014	2015
Injury rate (IR)	0.09 0.26 Total 0.14	0.07 0.18 Total 0.11	0.07 0.11 Total 0.08
Occupational diseases rate (ODR)	0 0 Total 0	0 0 Total 0	0 0 Total 0
Lost day rate (LDR)	2.71 7.65 Total 4.12	2.46 2.80 Total 2.56	2.68 2.47 Total 2.62
Absentee rate (AR)	0.20 0.41 Total 0.26	0.22 0.49 Total 0.30	0.28 0.59 Total 0.37

* Injury rate (IR) = Total number of injuries x 200,000/ Number of hours worked by all employees
 * Occupational Diseases Rate (ODR)= (Number of Occupational Diseases / Total work hours) x 200,000
 * Lost day rate (LDR) = Total loss of work days * 200,000/ Total work hours
 * Absentee rate (AR) = Total number of missed (absentee) days/ Total number of workforce days

Occupational Hazard/Safety Competition










The Company has established a set of “Work Safety Competition Guidelines” as an encouragement to complying with work safety and preventing accidents. Under the guidelines, accidents may include: traffic accidents occurred while commuting, for which an occupational injury leave of one day or above has been taken; injury, death or damage of property suffered by employee or others while performing duty or caused by Chunghwa Telecom’s facilities; and damage caused to Chunghwa Telecom’s property while performing duty.

All employees each year are reviewed by the occupational safety unit of the respective institution. Once the assessment results have been approved by the Occupational Safety Committee, employees will be rewarded for the level of safety they have exhibited, according to the terms of the work safety competition.



Establishing Happy Corporation

Chunghwa Telecom has set its goals to maintaining “sustainable business operations.” It has a comprehensive set of incentives and training systems to develop and retain talents. “Peace of mind” is the commitment we offer to our employees, and we refrain from making lay-offs and salary reductions so that employees can fully devote themselves to raising work performance. In addition to statutory welfares, we offer additional welfares such as employee shareholding trust incentives, unpaid childcare leave subsidies, and privatization bonuses for its employees.

Item	Activities and Sessions	Participant/ Benefited	Contribution/ Supplement \$
 Child Birth Subsidy	Company continue to provide subsidy to full term after 6 months unpaid leave is matured (up to 1.5 years)	104 person	NT\$ 7,210 thousand
 Sports Activity	Regional activities including 8 roads running, 153 hiking, 158 ball activities and 205 other activities (such as employee year-end dinner and travel, etc.)	86,355 person	NT\$ 17,278 thousand
 Stock Ownership Trust	Improve employee welfare, enhance employee coherence, share company’s achievement and establish employee stock ownership committee so that employees’ life quality is guaranteed after retirement or resignation	20,290 person	NT\$ 2,000 /person per month on average
 Dependent Education Subsidy	Twice a year (2 semesters)	22,459 person	NT\$ 268,758 thousand
 Wedding Subsidy	Wedding subsidy is available for employees got married lawfully	278 person	NT\$ 695 thousand
 Childbirth Subsidy	Childbirth subsidy is available for childbirth of employees or employees’ spouse	520 person	NT\$ 1,300 thousand
 Funeral Subsidy	Funeral subsidy is available for the death of employees’ parents, adopted parents, step parents, spouse and children	875 person	NT\$ 4,375 thousand
 Group wedding	Funeral subsidy is available for the death of employees’ parents, adopted parents, step parents, spouse and children	50 couples	NT\$ 2,300 thousand
 Recreational space	Includes integrated stadium, swimming pool, tennis court, badminton court, basketball court, table tennis court, multi-functional event space, karaoke room, and employee dormitory	Totaling 13,103 square meters	

Employee Health Care

Chunghwa Telecom considers employees health as company's fortune, providing a safe and healthy workplace is the basic requirement of corporate social responsibility. In 2015, our spending on employee health care is NT\$82,453 thousand, accounted for 0.04% of the Company's revenue. Our contribution in relation to employee health including:

Health Examination of Employees and Dependents The Company offers better care than what the laws require. Employees are given a broad variety of health checkup packages to choose from, depending on their age, risk factors etc. A total of 22,923 (98.82%) employees had taken their health checkup during the year. Employees' family members are also entitled to health checkup at the same rate, and a total of 3,700 people had participated during the year.

Response to Workers' Special Behaviors The Telecommunication Training Institute held 10 conference sessions to discuss "Common Special Behaviors at Workplace and Proper Responses" and 7 conference sessions to discuss "Workers' Special Behaviors and Proper Responses."

Employee Assistance Program (EAP)

- As one of the large corporation to introduce Employee Assistance Program (EAP), Chunghwa Telecom has started to promote since 2007.
- The EAP comprises mainly of 5 consultation sessions a year, in which outside experts are hired to help employees resolve legal, medical, family, workplace, and stress troubles. Since 2013, the Company has hired a case manager to provide services on-site, and created an e-Service platform for related matters. The case manager made 28 visits and completed a total of 600 service sessions during the year.

Employee Health Service

The physicians visited the plant 9 times a month and each employee can have 30 minutes for each appointment. The healthcare personnel use the "Employee Health Management System" for the analysis and evaluation of the health examination record of employees. Where necessary, consultation will be arranged between the physicians and the employees for proper guiding of health and healthcare. Related expenses is amounted to NT\$4 million.

Head count of medical consultation with physicians (30 minutes/ per person): 600 person
 Frequency of physician on-site service: 120 person
 Persians/times of consultation: 1601 person

Employee Health Promotion

- We have organized 137 health seminars with a total of 9,244 employees participated; 22 sports competitions with 830 employees participated. 124 intellectual trips with 12,377 employees participated. 16 sessions of health examination with 4,473 employees participated and 255 large and community activities with 33,529 employees participated.
- The Company published two health-related articles each month to convey the proper disease prevention concept.

Balancing Work Life With 29 hostels established in 2014, Chunghwa Telecom provides travel accommodation and annual travel subsidy of NT\$8,000 to encourage employees to balance their work life.

Flexible Working Hours Chunghwa Telecom provides 2 sessions of flexible working hours in the morning and afternoon: 8:00~9:00 and 17:00~18:00. In addition, variable sites available for employees to enjoy community activities.

Develop Paid Volunteer

Since 1985, Chunghwa Telecom and its branch offices have initiated social responsibility programs such as "New Hope Project", "Love and Dedication Group", "Changhua coal team", "Computer program in Shanlin Tzu Chi Love Create Community, Kaohsiung city" to help those who need help. Chunghwa Telecom supports the initiatives proposed by its employees.



In November 2007, Chunghwa Telecom completed the first corporate volunteer guideline and plan based on The Volunteer Service Act, provided paid volunteer leave and volunteer training course. We also assists our employees to obtain Volunteer Handbook from Ministry of Interior to ensure that the rights of those who accept service is protected, so as to encourage its employees to take the initiative to propose and participate in the social activities.



Encourage Work-Family Balance

We have been implementing an unpaid childcare leave system since 2006 to help employees juggle between work and family. Chunghwa Telecom is required under the Employment Insurance Act to pay six months of allowance for employees who have taken this leave; female employees are further entitled under company policies to receive additional monthly allowances totaling half the sum assured under the Labor Insurance Scheme during child care leave, for a period up to 2 years.

Employees of Chunghwa Telecom are also entitled to other privileges such as family care leave, paternity leave, menstruation leave, and nursery room. In 2015, a sum of NT\$7,209,000 was paid as child care leave allowance; 185 employees had applied for maternity leave; 155 employees had applied for unpaid child care leave; and 104 employees had applied for child care leave allowance.

			Total	
2015	The Number of Qualified for UP for Raising Children in 2015(A)	930	434	1,364
	The Number of Person Actual Applied UPL in 2015 (B)	22	133	155
	Application Rate for UPL in 2015 (B/A)	2.37	31.37	11.36
	The Number of Reinstatement-to-be in 2015(C) *	22	132	154
	The Number of Application for Reinstatement in 2015 (D)	12	72	84
	Reinstatement Tare in 2015 (D/C)	54.55	54.55	54.55
2014	The Number of Reinstatement in 2014 (E)	7	51	58
	The Number of Retention Over 1 Year After Reinstatement in 2014 (F)	5	51	56
	The Retention Rate in 2013(F/E)	71.43	100	96.55

Note 1: The number of employees entitled to apply for parental leave of absence in 2015: calculated on the basis of employees who have applied for maternity leave and parental leave in 2013-2015.

Note 2: The actual number of employees applying for parental leave: total number of employees who were still on parental leave in 2015.

Note 3: The number of employees pending on returning to work after parental leave in 2015: total number of employees applying for parental leave in 2013-2015 - the number of employees applying for returning to duties in 2013 and 2014.

Retirement Benefits

Employees' retirement requests are processed according to "Chunghwa Telecom Employee Retirement Pension and Separation Guidelines," the "Labor Standards Act," and the "Labor Pension Act."

- Labor Standards Act: the Company makes monthly pension contributions up to 15% of employees' monthly salaries to the pension fund. This pension fund is held under the supervision of Labor Pension Supervisory Committee. Current balance of the pension fund account is NT\$23.6 billion.
- Labor Pension Act: the Company makes monthly contributions of no less than 6% of employees' monthly salary. These contributions are deposited into employees' personal pension accounts held under the Bureau of Labor Insurance, Ministry of Labor according to the Contribution Rate Sheet approved by the Executive Yuan.

To help employees adapt to life after retirement, the Telecommunication Training Institute was invited to organize a series of "Retiree Adaptation Course." A total of 2 sessions were organized in 2015 to 73 audiences. Furthermore, donations totaling NT\$4.5 million were made to "Chunghwa Telecom Retirees Association" for various activities, while another NT\$1.5 million was donated for the organization of travel events, and NT\$150,000 were donated to organize Chinese New Year banquet for volunteers.

To facilitate transfer of experience, we have established a set of "Consultant Recruitment Guidelines" to continually engage retired employees in our growth. Consultants are distinguished between paid roles and honorary roles. Executive vice presidents and above and heads of grade-1 institutions may be hired by Chunghwa Telecom as paid consultants after retirement. Paid consultants shall serve a term no longer than one year, and will be converted into honorary role from the day after the one-year expiry.