

Chunghwa Telecom Human Right Policy

Approved on March 11, 2015

Amended on March 13, 2019

Amended on May, 05, 2021

Amended on May, 11, 2023

Article 1 (Purpose)

In support of and in voluntary compliance with the human rights conventions recognized by the international community, including the Universal Declaration of Human Rights, United Nations Global Compact, United Nations Guiding Principles on Business and Human Rights, and the various human rights frameworks and spirit of the International Labour Organization, Chunghwa Telecom is committed to not partaking in any act that ignores or tramples human rights, promoting works of human rights assessment like due diligence internally and elevating the human rights awareness of internal employees and stakeholders.

Article 2 (Applicable Scope)

Chunghwa Telecom Human Right Policy applies to Chunghwa Telecom and the institutions thereunder, expecting and demanding conformity to the spirit and fundamental principles herein by the subsidiaries, reinvested companies, partners and suppliers thereof.

Article 3 (Commitment and Implementation)

In accordance with the operating items and characteristics thereof, Chunghwa Telecom pays especial attention to the human rights as follows and proposed corresponding strategies for the promotion of relevant action plans internally and the incorporation of such in the corporate culture and value chains:

1. We are committed to promotion of workplace diversity, gender equality and inclusion, provision of a working environment with dignity and safety for employees: we implement employment diversity, equal pay, and impartiality in promotion opportunities, protecting employees from discrimination, harassment, or unfair treatment due to race, gender, religious belief, age, political inclination, or any condition thereof protected by the pertaining laws and regulations. Respecting individual differences, maintaining a harmonious and inclusive workplace.
2. We abide by relevant laws and regulations through various precautions and protective equipment; do not involve ourselves in human trafficking or illegal servitude; continue to improve the safety and health conditions of our working environment; are committed to reduction of risks from occupation disasters; and ban any form of forced labor or use of child labor to protect the health of employees, physically and psychologically alike.
3. We protect employees' freedom of association; respect employees' right to assemble and join labor union recognized by the laws to protect the work rights thereof and sign the collective bargaining agreement with the labor union; continue to maintain good channels for employees to express their thoughts to protect and improve the rights thereof; and work to promote harmony in labor-management relationship.
4. As a telecom service provider, for the protection of the lives and private spheres of our consumers and

clients from harassment of a third party and autonomous control over the personal data thereof, we established complete management system and audit system for the protection of clients' personal data to safeguard our clients' privacy and rights.

5. We concern ourselves with whether the telecom products and services facilitate the lives and well-being of people, endeavoring to bridge the digital divide, and create digital opportunities, so that more people can access the full and fair education opportunities via digital technology and improve their lives; meanwhile, we also work to keep communication uninterrupted in the event of disasters so as to ensure the safety of lives and assets of people.
6. We recognize that the enterprise is liable to expand the awareness of human rights respect to our supply chain and partners; expect our suppliers and partners to uphold the same high standard regarding human right issues like the labor environment and conditions as well as occupational safety and health thereof, while take corresponding measures of investigation and evaluation regularly to minimize the potential human rights risks over the value chain ; and expect our partners in value chain to implement human rights management with us.

Article 4 (Enforcement and Amendment)

The provisions herein shall come into force upon promulgation after the approval of the President, and the same in case of any amendment hereto.