
Sexual Harassment Prohibition Written Statement of Far Eastone Telecommunications Co., Ltd.

In accordance with Article 13 of the Act of Gender Equality in Employment, Article 7 of the Sexual Harassment Prevention Act, Sexual Harassment Prevention Measures, Complaints, and Punishment Guidelines of Far Eastone Telecommunications Co., Ltd., Far Eastone Telecommunications Co., Ltd. (hereinafter referred to as the "Company") hereby promulgates the Sexual Harassment Prohibition Written Statement .

1. The Company promises to protect employees from the threat of sexual harassment, establish a friendly work environment, and enhance supervisors' and employees' concept of gender equality, thereby preventing sexual harassment.
2. The Company promises to offer relevant courses or adopt other methods to transmit information to enhance employees' awareness of sexual harassment prevention.
3. The Company promises to formulate sexual harassment prevention measures and complaint handling guidelines and establish a sexual harassment complaint channel to assist victims in filing complaints.
4. The Company promises to take immediate and effective corrective and remedial measures to respond to sexual harassment incidents or suspected ones.
5. The Company promises to prohibit any inappropriate differential treatment to employees who file sexual harassment complaints or assist others in filing such complaints or assist with investigations in accordance with the workplace sexual harassment prevention, correction, and remedy obligations under the Act of Gender Equality in Employment.
6. The Company promises to investigate each complaint case in accordance with the regulations and take necessary confidentiality measures for each complainant, the content of each complaint, and the investigation results. If a sexual harassment case is confirmed to be true after investigation (including a false accusation), the Company will take action in accordance with the work rules.
7. When employees encounter sexual harassment in the workplace, they can file a complaint to the Human Resources Department.
Hotline: 02-77235221
Fax: 02-77235299
Email: <http://idc-fetweb01p.fareastone.com.tw/FETnet/App>