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## FET Anti-Sexual Harassment Written Statement

Far Eastone Telecommunications Co., Ltd. (hereinafter referred to as "FET") hereby issues the following written statement and complaint procedures to prohibit sexual harassment:

1. FET is committed to protecting employees from the threat of sexual harassment, establishing a friendly work environment, and enhancing the awareness of gender equality among supervisors and employees to prevent the occurrence of sexual harassment.
2. FET is committed to providing various methods of communication, including related courses, to strengthen employees' awareness of sexual harassment prevention.
3. FET is committed to formulating the "Measures for the Prevention, Complaint, and Disciplinary Action of Workplace Sexual Harassment." FET has established a complaint channel for sexual harassment to assist employees who have been subjected to harassment in filing complaints.
4. FET is committed to taking immediate and effective corrective and remedial measures upon becoming aware of any sexual harassment incident.
5. FET is committed to ensuring that employees who file complaints about sexual harassment incidents or assist others in filing or investigating complaints will not be subjected to any improper differential treatment.
6. FET is committed to conducting investigations into complaints in accordance with regulations, and to taking necessary confidentiality measures regarding the complainant, the content of the complaint, and the outcome of the handling. If sexual harassment (including false accusations) is confirmed upon investigation, FET will take disciplinary action in accordance with work regulations.
7. The unit responsible for handling complaints of sexual harassment within FET is: the Human Resources Department.  
The dedicated hotline for sexual harassment complaints is: 02-77235221.  
The dedicated email address for sexual harassment complaints is: [deigender@fareastone.com.tw](mailto:deigender@fareastone.com.tw).