

Supplier Corporate Social Responsibility Code of Conduct

Far EasTone Telecommunications Co., Ltd.

Preface

Far EasTone Telecommunications Co., Ltd. (hereinafter referred to as the “Company”) is committed to matters of social responsibility, including industrial development, energy savings, environmental protection, and labor safety and rights. Key to the fulfillment of these social issues is the commitment of the Company’s suppliers to corporate social responsibility. Based on the principles of corporate sustainability, the Company expects and motivates suppliers to work together for the progressive development of five issues, namely business ethics and integrity, respect for human rights, environmental sustainability, labor practices, and a safe and healthy working environment.

I. Purpose

FET Supplier Corporate Social Responsibility Code of Conduct was established to assist the Company's suppliers in fulfilling their corporate social responsibilities and contribute to the economic, social, and environmental sustainability together with the Company.

II. Contents

The details and directives of the following five issues are elaborated in the Code of Conduct:

- Business ethics
- Respect for human rights
- Sustainability management
- Labor practices
- A safe and healthy working environment

III. Scope

The Code of Conduct applies to all suppliers providing products, services, and manpower services to the Company and to their related suppliers in the supply chain.

IV. Suppliers' Responsibility and Obligation

Suppliers agree that the contents of the Code of Conduct are necessary to the fulfillment of corporate social responsibility and that they shall fulfill their corporate responsibilities and request their own supply chains to abide by the Code of Conduct, too. Suppliers shall agree to organize training programs, carry out the audit of their own

suppliers, and request them to make improvements or take corrective measures in accordance with the Code of Conduct.

V. Operating Standards

1. Business Ethics

(1) Procurement Ethics

In line with adhering to the highest standards of ethics toward employees and partners, the Company prohibits suppliers from providing units and/or employees of the Company with any form of bribery and/or improper exchanges of interests. In the event of violations, if verified to be true, the Company will suspend and carry out legal prosecution against the suppliers in accordance with the related laws and regulations. In the case where there are damages to the Company, including but not limited to its goodwill, the Company will accordingly claim for such damages.

(2) Laws and Regulations

Suppliers shall abide by the laws and regulations promulgated by the authorities of the Republic of China at all levels, international conventions, and industry-related codes of conduct. In the event of violations of the laws and regulations, international conventions and/or industry-related codes of conduct, the Company will suspend the suppliers in accordance with the related laws and regulations.

2. Respect for Human Rights

(1) Anti-discrimination

Suppliers shall implement the policy of the right to equality and freedom for all employees and prohibit any discrimination against employment, promotion, salary or related working rights due to sex, religion, race, class, social status, political party, nationality, faith, age, disability, marital status, gender orientation, assembly and association, and personal freedom.

(2) Prohibition of the Illegal Employment of Child Labor

Suppliers shall strictly prohibit the employment of child labor in accordance with the International Labor Organization Convention, UN Convention on the Rights of the Child, and local laws and regulations. They shall also request their own supply chains to abide by these conventions and laws and regulations.

(3) Prohibition of Inhumane Treatment

Suppliers undertake that there are no forms whatsoever of misconduct and illegality,

such as threats, harassment (including but not limited to sexual harassment), physical punishment, mental or physical coercion, and the use of violent language in all workplaces. It must also provide reasonable remuneration within the market to ensure that employees maintain well-being and living conditions above basic needs.

(4) Personal Information Protection

Suppliers undertake that they will protect personal information in all workflows according to the Personal Information Protection Act and that they will not illegally collect, process, use or disclose personal information in any form.

3. Sustainability Management

(1) Green Working Environment

Suppliers undertake that they will abide by local environmental laws on their premises and continue to improve on environmental sustainability with the aim of achieving environmental protection, energy savings, and carbon reduction.

(2) Green Procurement

Suppliers agree to set up a green procurement evaluation system in their procurement procedures, prioritize green label products, and carry out annual follow-ups to continuously enhance green procurement practices.

(3) Toxic Substances Management

Suppliers are required to prohibit or limit the use of toxic substances and request their own supply chains to handle, transfer, store, recycle, and reuse toxic substances in accordance with the related laws and regulations. In addition, suppliers shall provide workers having direct contact with toxic substances with training programs and sufficient medical care and insurance, and announce related precautions and warnings in workplaces.

(4) Pollution Prevention

Suppliers undertake that they will strive to reduce the impact of pollution on the environment based on the related laws and regulations, including but not limited to waste water, waste gas, noise and various wastes.

(5) Sustainable Supply Chain Management

Suppliers promise to continue to help elevate the environmental, social, and economic aspects in terms of their supply chain; and work together for sustainable development.

4. Labor Practices

Suppliers undertake that they will protect labor rights and interests in accordance with the related labor laws and regulations promulgated by local governments. In the event of labor disputes, suppliers shall take a reciprocal position and make efforts for mediation based on related laws and regulations.

5. A Safe and Healthy Working Environment

(1) Legal Compliance

Suppliers shall abide by local and international laws and regulations related to occupational safety and health and consent to the provisions of the Declaration on Occupational Safety, Health and Environmental Protection and Contractor Statement on Environmental Hazards.

(2) Occupational Injury Prevention

Suppliers shall take measures to prevent any environmental or operating procedures that may cause occupational injuries and occupational diseases in the workplace. In addition, suppliers shall set up a tracking mechanism to investigate and record occupational accidents, injuries and diseases and take corrective measures immediately to prevent such accidents from happening again. In the event of accidents, suppliers shall report to the Company.

(3) Occupational Safety Training

In addition to engaging employees who hold occupational safety certificates based on the related laws and regulations, suppliers shall also provide employees with sufficient training programs to ensure that they have the knowledge and skills required for occupational safety and health.