

Written Statement of No Sexual Harassment by Chunghwa Telecom Co., Ltd.

Promulgated pursuant to CHT-HR-II Letter No. 0950001344 of Chunghwa Telecom on August 2, 2006
Amended pursuant to CHT-HR-II Letter No. 0970000528 of Chunghwa Telecom on April 9, 2008
Approved pursuant to CHT-HR-II Letter No. 1100001443 of Chunghwa Telecom on August 16, 2021
Amended pursuant to CHT-HR-I Letter No. 1100002527 of Chunghwa Telecom on December 30, 2021
Approved pursuant to CHT-HR-Talent No. 1110000877 of Chunghwa Telecom on April 7, 2022
Amended pursuant to CHT-HR-Talent No. 1120002477 of Chunghwa Telecom on October 2, 2023
Revised pursuant to CHT-HR-Talent No. 1130001327 of Chunghwa Telecom on May 29, 2024

Pursuant to Article 13 of Act of Gender Equality in Employment, Article 7 of Sexual Harassment Prevention Act, Article 2 of Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace, and Article 6 of Regulations of Sexual Harassment Prevention, Chunghwa Telecom Co., Ltd. (referred to as "the Company" hereinafter) hereby promulgates the Written Statement of No Sexual Harassment.

- I. The Company commits to protecting employees from sexual harassment, establishing friendly working environment, and improving gender equality awareness among supervisors and employees so as to prevent incidents of sexual harassment.
- II. The Company commits to encouraging its personnel to participate in education and training pertaining to sexual harassment prevention.
- III. The Company commits to taking immediate, effective measures of correction and remediation in the event of actual or suspected sexual harassment.
- IV. The Company commits to implementing the "Disciplinary Measures and Prevention and Complaint Handling against Sexual Harassment in Chunghwa Telecom Co., Ltd.", as well as establishing sexual harassment appeal channels across all institutions to assist sexually harassed employee to submit appeals or undertake legal proceedings.
- V. The Company commits to principles of confidentiality, objectivity, impartiality, and equality in the handling of sexual harassment appeals, acute detection of any power inequality with parties involved, and adoption of proper investigative measures to reveal truth, avoiding secondary harm to the victim therein.

- VI. The Company forbids any retaliatory actions or improper differential treatment to employees who are involved in sexual harassment, file appeals about sexual harassment, or assist others in appeal filing or investigation.
- VII. The Company commits to appropriate disciplinary actions or other actions to perpetrators for any verified sexual harassing conduct as well as the tracking, review, and supervision of perpetrators to prevent any subsequent sexual harassment or retaliatory action.
- VIII. It is a duty for each and every one to prevent sexual harassment; all employees on the Company are liable to ensure a working environment free from sexual harassment.

Headquarters sexual harassment appeals:

Tel: 0800-080998

Fax: (02)23570007

Email: chthr@cht.com.tw

Consumer Business Group sexual harassment appeals:

Tel: (02) 23442522

Fax: (02) 23960664

Email: hrchtn@cht.com.tw

Enterprise Business Group sexual harassment appeals:

Tel: (02) 23266814

Fax: (02) 23266832

Email: ebg-hr@cht.com.tw

International Business Group sexual harassment appeals:

Tel: (02) 23443904

Fax: (02) 23224081

Email: hr6060@cht.com.tw

Network Technology Group sexual harassment appeals:

Tel: (02) 33166061

Fax: (02)23569440

Email: hr7050@cht.com.tw

Network Technology Group sexual harassment appeals for Northern branches:

Tel: (02)33166850

Fax: (02) 33166853

Email: willtw@cht.com.tw

Network Technology Group sexual harassment appeals for Central branches:

Tel: (04)23445098

Fax: (04)23445095

Email: hsie@cht.com.tw

Network Technology Group sexual harassment appeals for Southern branches:

Tel: (07)3446204

Fax: (07)3446297

Email: iqq66@cht.com.tw

Information Technology Group sexual harassment appeals:

Tel: (02)23442749

Fax: (02)23924735

Email: ps@cht.com.tw

Telecommunication Laboratories sexual harassment appeals:

Tel: (03)4244251, (03)4244252

Fax: (03) 4205250

Email: mio@cht.com.tw

Telecommunication Training Institute sexual harassment appeals:

Tel: (02)29639271

Fax: (02)29554144

Email: melodys@cht.com.tw

Taipei Branch sexual harassment appeals:

Tel: (02)23431033

Fax: (02)23443342

Email: hr1120@cht.com.tw

New Taipei Branch sexual harassment appeals:

Tel: (02)89415769

Fax: (02)29297144

Email: fishyeh@cht.com.tw

Keelung Branch sexual harassment appeals:

Tel: (02)24244313

Fax: (02)24341494

Email: hr1320@cht.com.tw

Taoyuan Branch sexual harassment appeals:

Tel: (03)3033015

Fax: (03)3033014

Email: hr1330@cht.com.tw

Hsinchu Branch sexual harassment appeals:

Tel: (03)5286827

Fax: (03)5212366

Email: hc582148@cht.com.tw

Miaoli Branch sexual harassment appeals:

Tel: (037)353402

Fax: (037)355240

Email: ml377274@cht.com.tw

Yilan Branch sexual harassment appeals:

Tel: (03)9369405

Fax: (03)9387794

Email: hr1390@cht.com.tw

Hualien Branch sexual harassment appeals:

Tel: (03)8340066

Fax: (03)8324456

Email: hr1380@cht.com.tw

Taichung Branch sexual harassment appeals:

Tel: (04)23446159

Fax: (04)23446124

Email: aa371946@cht.com.tw

Changhua Branch sexual harassment appeals:

Tel: (04)7257286

Fax: (04)7278123

Email: anne_chuang@cht.com.tw

Nantou Branch sexual harassment appeals:

Tel: (049)2236863

Fax: (049)2242833

Email: nthr@cht.com.tw

Yunlin Branch sexual harassment appeals:

Tel: (05)5325580

Fax: (05)5334944

Email: HR_Yunlin@cht.com.tw

Chiayi Branch sexual harassment appeals:

Tel: (05)3443549

Fax: (05)3443254

Email: lee1129@cht.com.tw

Tainan Branch sexual harassment appeals:

Tel: (06)2442121

Fax: (06)2442190

Email: TNHR@cht.com.tw

Kaohsiung Branch sexual harassment appeals:

Tel: (07)3441060

Fax: (07)3441042

Email: lifang@cht.com.tw

Pingtung Branch sexual harassment appeals:

Tel: (08)7440443

Fax: (08)7440411

Email: c051936@cht.com.tw

Taitung Branch sexual harassment appeals:

Tel: (089)311459

Fax: (089)311046

Email: wmjane@cht.com.tw