

## **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

Amended pursuant to CHT-HR-Talent Letter No. 1110000877 of Chunghwa Telecom on April 7, 2022

Pursuant to Article 13 of Act of Gender Equality in Employment, Article 7 of Sexual Harassment Prevention Act, Article 4 of Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, and Article 4 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.

1. The Company commits to protection of employees from sexual harassment, establishment of friendly working environment, and improvement of gender equality awareness of supervisors and employees so as to prevent any incident of sexual harassment.
2. The Company commits to encouragement to its personnel to participate in education and trainings pertaining to sexual harassment prevention and correction.
3. The Company commits to taking immediate, effective measures of correction and remediation in the event of actual or suspected sexual harassment.
4. The Company commits to stipulation of directions governing sexual harassment prevention and appeal management as well as establishment of sexual harassment appeal channels across all institutions to assist sexually harassed employee to submit appeals or undertake legal proceedings.
5. The Company commits to principles of confidentiality, objectivity, impartiality, and equality in handling sexual harassment appeals, acute detection of any power inequality with parties involved, and adoption of proper investigative measures to reveal truth and avoid a second harm to the victim therein.
6. The Company forbids any retaliatory actions or improper differential treatment to employee who is involved in sexual harassment, files an appeal about sexual harassment, or assists others in appeal filing or investigation.
7. The Company commits to appropriate disciplinary actions or other actions to perpetrator for any verified sexual harassing conduct as well as tracking, review, and supervision of the perpetrator to prevent any sexual harassment or retaliatory action that follows.
8. It is a duty for each and every one to prevent and correct sexual harassment; all employees on the Company are liable to ensure a sexual-harassment-free working environment.

The Headquarters sexual harassment appeals:

Tel: 0800-080998

Fax: (02)23570007

E-mail: [chthr@cht.com.tw](mailto:chthr@cht.com.tw)

Consumer Business Group sexual harassment appeals:

Tel: (02)23442522

Fax: (02)23960664

E-mail: [hrchtn@cht.com.tw](mailto:hrchtn@cht.com.tw)

Enterprise Business Group sexual harassment appeal channels are as follows:

Tel: (02)23266814

Fax: (02)23266832

E-mail: [ebg-hr@cht.com.tw](mailto:ebg-hr@cht.com.tw)

International Business Group sexual harassment appeal channels are as follows:

Tel: (02)23443904

Fax: (02)23224081

E-mail: [hr6060@cht.com.tw](mailto:hr6060@cht.com.tw)

Network Technology Group sexual harassment appeal channels are as follows:

Tel: (02)33166061

Fax: (02)23569440

E-mail: [emilychung@cht.com.tw](mailto:emilychung@cht.com.tw)

Information Technology Group sexual harassment appeal channels are as follows:

Tel: (02)23442619

Fax: (02)23924735

E-mail: [ps@cht.com.tw](mailto:ps@cht.com.tw)

Telecommunication Laboratories sexual harassment appeal channels are as follows:

Tel: (03)4244251、(03)4245252

Fax: (03)4205250

E-mail: [mio@cht.com.tw](mailto:mio@cht.com.tw)

Telecommunication Training Institute sexual harassment appeal channels are as follows:

Tel: (02)29639271

Fax: (02)29554144

E-mail: [mj\\_huang@cht.com.tw](mailto:mj_huang@cht.com.tw)