

Far EasTone Telecommunications Co., Ltd 2024 Annual Report

Corporate Website : <https://corporate.fetnet.net>
Disclosed information can be found at : <http://mops.twse.com.tw>

遠傳網路 又快又穩
更環保 更安全



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Listing of Foreign Securities / Website : None

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Letter to Shareholders

Letter to Shareholders

Dear Shareholders,

Looking back at 2024, the global situation remained turbulent, with geopolitical tensions, economic fluctuations, and climate change challenges prompting industries to accelerate digital transformation and innovation. Against this backdrop, Far EasTone (FET) has been actively advancing network integration and resource consolidation since completing its merger with Asia Pacific Telecom (APT) in December 2023. This strategic move has expedited the realization of merger synergies, maximized spectrum efficiency, and accelerated the expansion of 5G coverage and telecom service revenue growth. Additionally, FET led the industry by successfully phasing out its 3G network ahead of its peers, ensuring the highest-quality, safest, and most environmentally friendly network services for customers. Through the collective efforts of the management team and all employees, FET has not only fostered healthy market competition but also enhanced the network experience and provided smart ICT solutions for both consumers and enterprise customers, further scaling up new economy business growth. In 2024, FET once again achieved record-breaking performance, with key financial indicators leading the industry. Notably, its total revenue and net income recorded the highest year-over-year growth among the 3 major operators. This success highlights the company's superior operational strategies and strong market competitiveness, driving significant overall value creation.

Merger Synergies and Operational Results

Revenue Exceeds NT\$100 Billion, Reaching a Historic High

Core Business Profits Achieve Double-Digit Growth for Three Consecutive Years, the Highest in the Industry

In 2024, FET demonstrated outstanding operational performance, benefiting from APT merger synergies, the steady user upgrade to 5G, and the continuous growth of new economy business revenue. FET successfully exceeded NT\$100 billion mark in revenue, reaching a historic high. For the full year, consolidated revenue reached NT\$104.62 billion, reflecting a year-over-year growth rate of 11.7%. Consolidated EBITDA (earnings before interest, taxes, depreciation, and amortization) amounted to NT\$36.31 billion, an increase of 13.2%. Net income rose to NT\$12.84 billion, marking a 14.8% year-over-year increase. All three indicators set new highs in the past 18 years. The core business profits achieved double-digit growth for the third consecutive year, ranking the highest in the industry. Earnings per share (EPS) for 2024 stood at NT\$3.56, exceeding the financial forecast by 15% and setting a new 11-year record!

Merger Synergies Drive Record-High Mobile Service Revenue

Following the completion of its merger with APT on December 15, 2023, FET immediately launched a meticulously planned mobile network integration. By January 2024, the first phase of base station consolidation was successfully completed, enhancing network quality and coverage. This initiative facilitated the seamless migration of former APT customers to FET's network and service plans, while existing FET subscribers continued their steady upgrades to 5G. Additionally, driven by the demand for device upgrades, FET's 5G postpaid subscriber penetration rate exceeded 43% by the end of 2024, ranking first among the three major operators. Moreover, Average Revenue Per User (ARPU) has shown 12 consecutive months of steady growth since the merger, maintaining its position as the highest in the industry. FET's postpaid subscriber base has demonstrated seven consecutive years of positive growth, while customer churn remained at a stable low of below 1% in 2024. These strong fundamentals propelled mobile service revenue to a year-over-year growth rate of 17.1%, surpassing NT\$60 billion, marking its highest level in eight years. Notably, FET has also achieved 46 consecutive months of positive growth in mobile service revenue since March 2021.

Driving Digital Innovation and Transformation, Creating Value, and Fulfilling Corporate Social Responsibility

Four Key Areas Propel Smart ICT Revenue to a Record High

FET has leveraged 5G and its "Big Figures" technologies—big data, AI, and the Internet of Things (IoT)—to accelerate digital transformation across four key sectors: Digital Transformation, Sustainable Smart City, Telecom Based System Integration, and Smart Healthcare for years. By partnering with enterprises and government agencies, FET has facilitated upgrades and transformations while developing green ICT solutions such as energy management, microgrids, and smart charging systems, advancing both digital and net-zero transformation. With strong contributions from these four areas, FET's smart ICT service revenue continued its double-digit year-over-year growth in 2024, reaching a historic high.

In terms of **Digital Transformation**, FET was the first telecom operator in Taiwan to obtain the Microsoft Licensing Solution Partner (LSP) certification. FET's outstanding capabilities in corporate sustainability were further recognized with the 2024 Golden Eternity Award (Gold Award) by the ESG World Citizens & Digital Governance Foundation. FET has leveraged generative AI technologies to enhance operational efficiency and applied its low-carbon operational expertise to provide green ICT solutions such as energy management and smart building systems. These solutions are widely implemented across the manufacturing, healthcare, and government sectors, helping businesses accelerate their digital transformation and carbon reduction goals, while promoting sustainable development.

FET has consistently achieved significant milestones in the field of **Sustainable Smart City**, taking on large-scale smart meter IoT projects and various public electric vehicle (EV) charging initiatives. Notably, FET collaborated with the Hsinchu City Government to build Taiwan's first public EV charging station for electric buses, helping to drive the green transportation transformation. Additionally, FET deployed over 200 charging stations in public parking lots. FET also assisted the Taipei City Government in implementing an AI-powered smart image detection system, improving traffic incident handling efficiency, and earning a Special Award from the Ministry of Transportation and Communications. Furthermore, FET, in partnership with its subsidiary Prime EcoPower, secured a project with Taiwan International Ports Corporation (TIPC) for a smart energy management system. The project spans across key areas, including fiber optic cables, solar photovoltaics, energy storage, and microgrid applications, covering ports in Kaohsiung, Budai, Anping, and Makung. At the same time, FET continues to drive smart transportation through 5G and ESG-related technologies, successfully supporting Taipei's bid to host the 2029 World Congress on Intelligent Transport Systems, further elevating Taiwan's international visibility.

In the field of **Telecom Based System Integration**, FET combines its expertise in ICT and smart green building management to help enterprises build large-scale fiber optic networks and smart buildings, providing integrated wiring and intelligent management services to create smart and sustainable living environments. For example, FET helped develop the Smart Operation Management Platform for the Kaohsiung Port Cruise Terminal, enabling full-system smart integration and data analytics. This innovation significantly improved operational efficiency, earning the 2024 TIBA (Taiwan Intelligent Building Association) AWARD for Taiwan's Excellent Smart Green Building and System Products, with the Platinum Award in the System Category.

The system incorporates smart building, microgrid, and environmental control management, utilizing AI to optimize energy usage and operational efficiency, helping Kaohsiung Port become a world-class sustainable smart port.

Smart Healthcare and 5G Telemedicine Enhance Health and Well-being

FET continues to achieve outstanding results in the **Smart Healthcare** field. Leveraging its 5G network and its homegrown telemedicine platform, FET has integrated various services such as the appointment system, video consultations, medical imaging and data, hospital consultations, and electronic prescriptions into a single platform. Starting with remote and underserved areas, FET now covers 100% of the mountain and island communities recognized by Ministry of Health and Welfare. Additionally, FET has partnered with Shin Kong Memorial Wu Ho-Su Hospital and Far Eastern Memorial Hospital to export telemedicine platform technology to Palau and Indonesia. The application of 5G telemedicine extends to FET's 5G Ambulance, which enables remote transmission, real-time connections, and timely medical support. This service has been implemented in 12 counties and cities, with a total of 3,200 medical interventions to date. In line with evolving regulations, in 2024, FET extended 5G telemedicine to areas like home-based long-term care and health consultations, contributing to Taiwan's healthcare capacity. In July, following the new regulations of Treatment on Telemedicine, FET launched video outpatient services. So far, 78 medical institutions have applied, and 213 virtual consultation rooms have been opened, accumulating nearly 40,000 outpatient visits. President Lai, along with Minister Chiu of Health and Welfare and Director General Shih of the National Health Insurance Administration, visited Far Eastern Memorial Hospital to inspect the "Home Emergency Care Pilot Program", which is supported by FET's 5G telemedicine. In November, FET donated 100 sets of the "5G Telemedicine Home Emergency Care Solution" to Taiwan's four major medical associations, enhancing primary healthcare with technology and easing the pressure on the healthcare system.

Nextlink Technology Co. Successfully Lists on the Stock Exchange, Becoming the First Subsidiary to Enter the Capital Market

Founded in 2006 and joining the Far EasTone family in 2019, Nextlink Technology Co. focuses on cloud technology. Its core competitive strength lies in cross-cloud platform integration, with strong partnerships established with international cloud leaders such as AWS, Google Cloud, and Microsoft, serving over 2,400

enterprise clients. Nextlink not only excels in cloud security and data applications but also accelerates the adoption of generative AI, helping businesses achieve digital transformation with innovative technology solutions, positioning itself as a key driver of digital cloud services in the Asia-Pacific region. The successful listing of Nextlink in 2024 marks not only a milestone for the company but also for the Far Eastern Group, becoming its 10th listed company. Looking ahead, Nextlink will continue to strengthen its technological capabilities to meet the digital demands in industries undergoing rapid transformation, further establishing itself as a trusted cloud services partner for more enterprises.

Continuing to Forge Alliances with Startups to Drive Digital Transformation and Innovation

Since its establishment at the end of 2021, the FET Startup Accelerator has successfully supported 41 startups, creating over NT\$230 million in digital transformation opportunities and attracting more than NT\$450 million in investments. FET actively collaborates with startup teams, using generative AI technologies to enhance employee productivity and corporate competitiveness. FET helps startups transform their operations, optimize solutions, and expand markets, working together to develop the AI ecosystem. Additionally, FET places great emphasis on cross-departmental collaboration, providing startups with comprehensive guidance through expert teams in various fields, including industry solutions, smart manufacturing, smart cities, and ESG. These collaborations not only accelerate the growth of startups but also facilitate the implementation of 5G, diverse applications, and innovative business models. The FET Startup Accelerator continues to attract new teams, with the aim of injecting fresh momentum into Taiwan's industrial transformation and boosting the competitiveness of Taiwanese startups in the global market.

Setting a New Benchmark for Digital Lifestyle and Entertainment

FET friDay Video continues to expand its presence in the streaming industry by offering exclusive K-dramas and variety shows, while also focusing on original local productions, showcasing its strong innovation capabilities. In August 2024, FET was ranked No.1 among local OTT platforms in Taiwan for subscription-based usage according to the Taiwan Creative Content Agency (TAICCA). This marks the fourth consecutive time FET has topped TAICCA's surveys, solidifying its position as Taiwan's leading local streaming platform. In October, FET hosted a fan meeting for Korean star Choi Jin-hyuk, drawing enthusiastic participation from fans and strengthening brand engagement. Additionally, Mission Entertainment, a film production company co-founded by FET and industry-leading partners, collaborated on the movie "18x2 BEYOND YOUTHFUL DAYS" and held an exclusive screening event in March, featuring producer Chang Chen and lead actors Greg Hsu and Chen Yan-fei, offering fans an immersive viewing experience. Looking ahead to 2025, FET will further enhance its exclusive membership services by organizing a special concert event for legendary singer Jody Chiang at Taipei Arena, granting priority ticket access to selected subscribers.

Leveraging innovative technology and digital integration, **FET Mobile Circle App** has successfully built a diverse mobile lifestyle ecosystem, offering users a wide range of exclusive services and products across food, entertainment, travel, and daily essentials, along with tangible rewards. As of June 2024, the app reached a major milestone with over 6 million downloads and more than 2 million monthly active users. By the end of 2024, FET was honored with the IDC Future Enterprise Award for Customer Experience Innovation, making it the only telecom company in the Asia-Pacific region to receive this prestigious recognition—demonstrating FET's leadership in digital innovation and customer service. Going forward, FET will continue leveraging data analytics and traffic-driven commerce to expand and enhance its service offerings, driving business growth and creating greater value for customers.

Relentlessly Innovating AI to Block Fraud and Upholding Service Excellence for 13 Consecutive Years

FET has leveraged its telecom expertise to apply AI in analyzing fraud phone behavior, proactively cutting off calls and blocking nearly 100,000 fraudulent calls each month. It also issues warning voice messages for 40,000 overseas calls. FET has maintained a low number of reported fraud numbers on the Criminal Investigation Bureau (CIB)'s 165 anti-fraud hotline since 2019. Additionally, FET has established a semantic model database to cut off fraudulent calls within two hours and proactively block nearly 200,000 fraudulent text messages each month. Furthermore, FET friDay Shopping launched the "Invisible Call" service, where the customer's real phone number is not printed on packages to protect against phone number leakage. In today's world of widespread communication apps, FET has partnered with international cybersecurity giant Allot to introduce the "FET Guardian Network" service, blocking risky websites at the network level. This service blocks more than 40 million risky access attempts each month, safeguarding personal data and property security.

2024 the Best Customer Service in Taiwan – Golden Award, the only company in Taiwan to achieve this honor for 13 years in a row

Regarding customer service, FET has been awarded the "2024 the Best Customer Service in Taiwan – Golden Award" for 13 consecutive years, the only company in Taiwan to achieve this honor for 13 years in a row. FET has always adhered to the principle of providing convenient, fast, and seamless service across all channels. The store staff's empathetic service spirit shines through in every warm interaction with customers. FET has also utilized generative AI to enhance customer service capabilities during the merger process, earning recognition from third-party authoritative institutions year after year. Additionally, two FET store managers were awarded the Outstanding Store Manager Award, and 15 were honored as Excellent Store Managers. In the 18th Golden Torch Awards, FET won the Top 10 Outstanding Products & "Excellent Customer Satisfaction", the only telco to receive these honors.

AI Empowerment for a Happy Workplace, Co-creating the Best Employer Model

In 2024, FET introduced Microsoft's generative AI tool, Copilot, to empower employees by reducing repetitive tasks and improving work efficiency. The tool's application scenarios were shared at employee meetings, and experience exchange was promoted through departmental seeds to help AI technology practically assist work and enhance employee experience. Upholding the spirit of 'care,' FET launched several innovative initiatives to improve employee well-being. For example, the introduction of 'Care Leave' to support health management and family care; the implementation of 'Flexible Attendance Hours' and 'Remote Work Modes' to achieve a balance between work and life; and the offering of 'In-Office Sports Classes,' fully funded by the company, encouraging employees to exercise during work hours, balancing health and career. Furthermore, FET provides benefits beyond the regulations, including free health checkups every two years and additional subsidies for employees over 40 for their annual checkups. Combining its Health+ telemedicine platform, FET also offers health report interpretation and medical consultations, fully caring for employees and their families. These talent care and innovative initiatives earned FET multiple accolades in 2024, including the HR Asia – "Best Companies to Work for in Asia 2024, *CommonWealth* – Talent Sustainability Award, the Friendly Family Quality Enterprise Award from New Taipei City, Taiwan 104 Job Bank – "Best Employer Brand" award, and the 1111 Job Bank - Happy Enterprise Gold Award, making FET a model for a happy workplace and an exceptional employer.

Energy Conservation and Carbon Reduction: Advancing Sustainability

In 2024, FET became the first telecom operator in Taiwan to fully adopt eco-friendly SIM cards, expanding its efforts from telecom operations to low-carbon operations, while utilizing AI to create the most environmentally friendly network. These efforts earned FET numerous accolades, including maintaining its position as the telecom industry leader in the *CommonWealth* Sustainability Award, winning the telecom industry's only BSI Sustainability Development Excellence Award, and leading the country in TCSA's Top 10 Award wins. FET also received Diamond-Level Green Building Certification, *CommonWealth Magazine's* 1.5°C Temperature Control Label, the Ministry of Economic Affairs' Silver Energy Efficiency Award, and Schneider Electric's Sustainability Impact Award.

FET views sustainability as a core strategy. Six years ago, it initiated a transformation with "Big Figures" technologies—big data, AI, and IoT—to drive internal energy conservation and carbon reduction while promoting green ICT solutions externally. FET's annual energy consumption is about 600 million kWh, with 75% of that used by base stations. Since the introduction of 5G, FET has leveraged AI site selection, optimized network construction and reduced carbon emissions by 50,000 tons annually. In 2021, FET's 5G network speed was rated the best globally by an international authority, providing high-quality customer experience while creating a secure and environmentally friendly network. Following its merger with Asia Pacific Telecom, FET completed base station integration in the first quarter, utilizing AI site selection, energy-saving technologies, and energy management systems, saving 86 million kWh of electricity annually and reducing carbon emissions by 43,000 tons—equivalent to the carbon absorption of 110 Da'an Forest Parks.

FET has made significant strides in green ICT, developing numerous applications to meet the energy-saving needs of businesses and government sectors, gaining a market advantage. It also hosted its first Sustainable Governance Workshop, collaborating with supply chain partners to drive low-carbon transformation and published Taiwan's first third-party verified supply chain sustainability report. FET conducted carbon auditing and training for 44 key suppliers and helped over 20 small and medium-sized enterprises in its supply chain develop sustainable governance strategies, working together towards sustainability goals. Additionally, FET's headquarters building has earned the Taiwan Green Building "Diamond Level" certification, demonstrating its commitment to low-carbon operations.

Corporate Social Responsibility Leader: Top Global Telecom in DJSI World Index

FET has long been committed to corporate social responsibility (CSR) and has once again been recognized for its outstanding sustainability performance. FET was included in the latest *Dow Jones Sustainability Index* (DJSI), one of the world's most prestigious sustainability evaluations. FET not only ranked among the top 10% of the world's

most sustainable publicly traded companies for six consecutive years, but it also secured a spot in the *DJSI World* index and has ranked #1 in the global telecom industry for two consecutive years!

In supply chain management, FET has earned a “Leadership A-Level” rating for four consecutive years in the global authoritative Carbon Disclosure Project (CDP) supplier engagement ranking. FET also published Taiwan’s first third-party verified *Sustainable Supply Chain Report*, underscoring its commitment to building a sustainable supply chain. Additionally, FET has been recognized seven times with the highest honor, “Taiwan’s Top 10 Sustainable Enterprises,” in the *TCSA Taiwan Corporate Sustainability Awards* and won 13 sustainability awards in this edition, ranking first in total number of awards across all Taiwanese enterprises, solidifying its all-around sustainability strength.

On environmental protection, FET utilizes its technological expertise to promote biodiversity research. For example, in collaboration with Academia Sinica, FET developed a 5G AI ecosystem soundscape collector to monitor the impact of climate change on biodiversity habitats.

FET’s long-standing commitment to sustainability has earned it numerous accolades, including being ranked in the top 5% of the *Taiwan Stock Exchange’s Corporate Governance Evaluation* for 10 consecutive years. FET was also named in the *S&P Global 2024 Sustainability Yearbook* as one of the “Top 5% Global ESG Performers” and ranked as Taiwan’s #1 telecom operator. Additionally, it is the only telecom company in Taiwan to have earned the highest “Leadership A-Level” rating for four consecutive years in the *CDP Climate Change Supplier Engagement* rankings.

Outstanding Performance Recognized by Investors and International Institutions

FET’s impressive performance and excellent governance continue to earn recognition from investors. The internationally renowned financial media *FinanceAsia* awarded FET the title of *Asia’s Best Managed Companies 2024*. FET received the prestigious *Best CEO* and *Best Mid Cap Company* awards in Taiwan, highlighting its exceptional governance on the international stage. Additionally, FET was recognized by *Institutional Investor*, an authoritative financial magazine, as the *2024 Asia (ex-Japan) Executive Team*. FET became the only telecom company in Taiwan to have been named *Most Honored Company* for four consecutive years. FET’s President, Chee Ching, also won *Best CEO in the Telecom Sector* for four consecutive years, making her the only telecom CEO in Taiwan to achieve this distinction.

In the 2024 awards, FET dominated the small- and mid-cap category for the Asia region, winning six top honors: *Best CEO*, *Best CFO*, *Best Investor Relations Professional*, *Best Investor Relations Team*, *Best Board of Directors*, and *Best Overall ESG*. Additionally, FET was ranked *Best Investor Relations Team* and *Best Investor Relations Professional* in the Asia region, excluding China. These recognitions reflect FET’s long-term stable management strategy and its commitment to corporate sustainability, earning global financial recognition. In 2024, FET’s performance was highly acknowledged by the capital markets, with its market capitalization rising from NT\$287.7 billion at the beginning of the year to NT\$322.4 billion by year-end, a 12% increase. Its total return, including dividends, surged to 16.1%. FET was the only operator to achieve full recovery of dividend in 2024. Regarding foreign ownership, FET continued to outperform its peers, maintaining the highest foreign ownership ratio in the telecom sector for nine consecutive years.

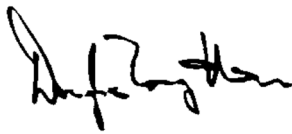
Commitment to Stable Dividend Policy

FET adheres to a solid management approach and a commitment to rewarding shareholders by maintaining a stable dividend policy over the long term. In July 2025, FET will distribute cash dividends for 2024, with a projected increase of 9.54% per share, reaching NT\$3.56. This reflects FET’s high regard for shareholder value, ensuring that every shareholder receives a more substantial return on investment. With a sound financial structure as its foundation, FET continues to promote innovation and growth, securing stable profitability. Thanks to consistent earnings and long-term financial planning, FET not only provides stable returns to shareholders but also focuses on sustainable development, striving for steady growth and becoming a trusted long-term partner for shareholders.

Future Outlook

With a unified vision and unwavering commitment, FET team successfully accomplished numerous challenging tasks in 2024, enabling the gradual realization of economies of scale following the merger. By year-end, FET also successfully listed its subsidiary, Nextlink Technology Co., on the stock market. Looking ahead to 2025, FET will continue to drive synergies from the merger, maximize spectrum efficiency, and accelerate 5G penetration while boosting telecom service revenue. On the consumer front, FET will expand its digital lifestyle services and applications, delivering a seamless and high-quality network experience. For enterprise customers, FET will leverage its robust fixed-line and ICT capabilities to enhance its proprietary smart ICT solutions, further contributing to overall value growth.

FET remains committed to integrating AI to enhance automation and productivity, continuously optimizing corporate processes and collaboration while fostering a thriving workplace. In the face of new challenges and opportunities, FET will persist in innovation, striving to build a world-class network that is high-quality, eco-friendly, and secure. The company will enhance 5G applications, drive the growth of emerging digital businesses, and reinforce cybersecurity and sustainability initiatives to become the preferred choice for more consumers. Furthermore, FET will create greater value for shareholders, achieve environmental sustainability, and promote shared resource prosperity, marking a new milestone in sustainable development.



Douglas Hsu
Chairman



Chee Ching
President

2024 Major Honors and Awards



FET Garnered over 40 Recognitions in 2024

FET Connects You and Your World, Enriches Your Life and Protects Our Earth.

II Corporate Governance Report

- 1. Directors, President, Executive Vice Presidents, Senior Vice Presidents, Vice Presidents, Senior Directors and Department Heads**
- 2. Remuneration to Directors, Independent Directors, President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents in the last year.**
- 3. Operation of Corporate Governance**
- 4. Certified Public Accountant (CPA) Professional Fee Information**
- 5. Change of Certified Public Accountant (CPA)**
- 6. The Company's Chairman, President, and Managers Responsible for Finance or Accounting Who Have Held a Post in Company's Audit Firm or its Affiliations in the Last Year**
- 7. Shares Transferred and Changes in Share Pledge by Directors, Managers and Shareholder with a Stake of More than 10% from Last Year up to the Annual Report being Published**
- 8. Relationship between Top Ten Shareholders defined as Related Parties, Spouse or a Relative within Two Degrees**
- 9. Comprehensive Shareholding Information Relating to Company, Directors, Managers, and Companies Affiliated through Direct and Indirect Investment**

1. Directors, President, Executive Vice Presidents, Senior Vice Presidents, Vice Presidents, Senior Directors and Department Heads

1-1. Directors

Title	Nationality Or registration	Name	Gender Age	Election Date	Tenure (year) (Note 1)	First Election Date	Shareholding When Elected		Current Shareholding		
							Shares	%	Shares	%	
Chairman	R.O.C.	Douglas Hsu, Representative of Yuan Ding Investment Corporation	Male (81~90 years old)	2024/06/21	3	1997/04/11 *1997/04/11	1,066,657,614 *0	29.58 *0	1,066,657,614 *0	29.58 *0	
Vice Chairman	R.O.C.	Peter Hsu, Representative of Yuan Ding Investment Corporation	Male (71~80 years old)	2024/06/21	3	1997/04/11 *1997/04/11	1,066,657,614 *0	29.58 *0	1,066,657,614 *0	29.58 *0	
Independent Director	R.O.C.	Jyuo-Min Shyu	Male (71~80 years old)	2024/06/21	3	2021/07/22	0	0	0	0	
Independent Director	R.O.C.	Ta-Sung Lee	Male (61~70 Years old)	2024/06/21	3	2021/07/22	0	0	0	0	
Independent Director	R.O.C.	Tain-Jy Chen	Male (71~80 Years old)	2024/06/21	3	2024/06/21	0	0	0	0	

2025/2/28

	Spouse & Minor Shareholding		Shareholding in the Name of Others		Major Education & Experience	Current Position with Other Company	Officer or Directors is a Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note 2)
	Shares	%	Shares	%			Title	Name	Relation	
	0 *0	0 *0	0 *0	0 *0	0 M.S., University of Notre Dame, U.S.A.; *0 M.S., Economics, Columbia University, U.S.A.; Honor Ph. D., Management, National Chiao Tung University; President of Far Eastern New Century Corporation	Chairman of Far Eastern New Century Corporation; Chairman of Asia Cement Corporation; Chairman of Far Eastern Department Stores Ltd.; Chairman of Oriental Union Chemical Corporation; Chairman of U-Ming Marine Transport Corporation; Chairman of New Century InfoComm Tech Co., Ltd.; Vice Chairman of Far Eastern International Bank	Vice Chairman Director	Peter Hsu Jeff Hsu	Brother Father and Son	None
	0 *0	0 *0	0 *0	0 *0	0 M.S., Operations Research, Stanford University, U.S.A.; *0 Vice President of Ding & Ding Management Consultants Co. Ltd.	Vice Chairman of Far Eastern New Century Corporation; Director of Asia Cement Corporation; Director of U-Ming Marine Transport Corporation	Chairman	Douglas Hsu	Brother	None
	0	0	0	0	0 Ph.D. in Electrical Engineering and Computer Science, University of California, Berkeley, U.S.A.; *0 Emeritus Professor, National Tsing Hua University; Deputy Convener, National Information & Communication Security Taskforce, Executive Yuan; Minister, Ministry of Science and Technology; President, Industrial Technology Research Institute.	Independent Director, United Microelectronics Corp. Independent Director, Qisda Corporation Director, Iridium Medical Technology Co., Ltd. Director, Alpha Ring Asia Inc.	None	None	None	None
	0	0	0	0	0 Ph.D in Electrical Engineering, Purdue University, USA.; *0 Vice Chancellor (University System of Taiwan), NYCU; Provost, NYCU; Distinguished Professor of Department of Electronics and Electrical Engineering, NYCU; Vice President for Research and Development, NCTU; Chairman of Telecom Technology Center; Vice President for Student Affairs, NCTU; IEEE Signal Processing Society Regional Director-at-Large; Commissioner of National Communications Commission (NCC); Chairman of Department of Communication Engineering, NCTU	Senior Vice President, NYCU; Chair Professor of Department of Electronics and Electrical Engineering, NYCU; Director of IoT Intelligent Systems Research Center, NYCU	None	None	None	None
	0	0	0	0	0 Ph.D. in Economics, Pennsylvania State University; *0 Minister, National Development Council; Minister, Council for Economic Planning and Development	Emeritus Professor, National Taiwan University; Research Fellow, National Tsing Hua University; Independent Director, Nanya Technology Corporation	None	None	None	None

Title	Nationality	Name	Gender Age	Election Date	Tenure (year) (Note 2)	First Election Date	Shareholding When Elected		Current Shareholding		
							Shares	%	Shares	%	
Independent Director	R.O.C.	Chung-Huey Huang	Female (61~70 Years old)	2024/06/21	3	2024/06/21	0	0	0	0	
Director	R.O.C.	Chi-Kuo Mao, Representative of Yuan Ding Investment Corporation	Male (71~80 years old)	2024/06/21	3	1997/04/11 *2024/09/16	1,066,657,614 *0	29.58 *0	1,066,657,614 *0	29.58 *0	
Director	R.O.C.	Champion Lee, Representative of Yuan Ding Co., Ltd.	Male (71~80 Years old)	2024/06/21	3	2003/05/23 *1997/04/11	4,163,500 *0	0.12 *0	4,163,500 *0	0.12 *0	
Director	R.O.C.	Jeff Hsu, Representative of Yuan Ding Co., Ltd.	Male (41~50 Years old)	2024/06/21	3	2003/05/23 *2015/06/18	4,163,500 *0	0.12 *0	4,163,500 *0	0.12 *0	
Director	R.O.C	Giann-Chyuan Wang, Representative of U-Ming Marine Transport Corporation	Male (61~70 years old)	2024/06/21	3	2012/06/13 *2022/02/15	331,000 *0	0.01 *0	331,000 *0	0.01 *0	
Director	R.O.C.	Bonnie Peng, Representative of Asia Investment Corporation	Female (71~80 years old)	2024/06/21	3	2000/12/28 *2015/06/18	1,426,303 *0	0.04 *0	1,426,303 *0	0.04 *0	

*Number of shares and percentage of shares currently held and first election date by the individual.
Note 1: The average tenure of the directors is 10.7 years.
Note 2: Where the Company's chairman and the president or an officer of equivalent position (the most senior manager) are the same person, or spouses or consanguinity within the first degree to each other, the reason, rationality, necessity and countermeasures (e.g. to increase the number of independent directors and have the majority of directors not serving concurrently as an employee or a manager) shall be disclosed.

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	Spouse & Minor Shareholding		Shareholding in the Name of Others		Major Education & Experience	Current Position with Other Company	Officer or Directors is a Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note 3)
	Shares	%	Shares	%			Title	Name	Relation	
	0	0	0	0	0 Ph.D. in Accounting, State University of New York at Buffalo; Master of Accounting, National Chengchi University; Member of TPEx Mainboard Listing Review Committee; Member of Incubation Board for Startup and Acceleration Firms Review Committee of Economic Development Department of New Taipei City Government; Member of Mobile Broadband Businesses License Release Review Committee of National Communications Commission; Member of Accounting and Auditing Committee of The National Federation of CPA Associations of the R.O.C.; Supervisor of Taiwan Aerospace Corporation; Independent Director of Aerospace Industrial Development Corporation.	Independent Director, 104 Corporation; Professor of Department of Accountancy, National Taipei University; Member of Public Debt Administration Committee of Ministry of Finance; Member of CPA Examination Review Committee of Ministry of Examination; Supervisor of Small and Medium Enterprise Credit Guarantee Fund of Taiwan; Supervisor of Taiwan Drug Relief Foundation.	None	None	None	None
	0	0	0	0	0 Massachusetts Institute of Technology, Ph.D; Minister of Transportation and Communications; Premier of Executive Yuan; Chairman of Chung Hwa Telecom Ltd.	Adjunct professor National Yang Ming Chiao Tung University; Institute of Business and Management Chair Professor of Soochow University's School of Business	None	None	None	None
	0	0	0	0	0 MBA, Texas A&I University, U.S.A.; 0 President of Yuan Ding Co., Ltd.; Sr. EVP of Far Eastern New Century Corporation	Director of Far Eastern New Century Corporation; Director of Asia Cement Corporation; Director of U-Ming Marine Transport Corporation	None	None	None	None
	0	0	0	0	0 Master's degree in Design and Innovation Methods, Institute of Design, Illinois Institute of Technology, U.S.A.; MBA, University of Notre Dame, U.S.A.; Worked as a Strategy and Design Consultant in the United States with clients ranging from hi-tech startups to Nestle, Denso Automotive, Kia Motors, and Target.; Captain's commission in the United States Marine Corps	Director of Far Eastern New Century Corporation; Chief Innovation Officer of Far Eastern Group; Vice Chairman and Executive Vice President of U-Ming Marine Transport Corporation	Chairman	Douglas Hsu	Father and Son	None
	0	0	0	0	0 Ph.D. in Economics, Purdue University, U.S.A.; Advisor of the Ministry of Economic Affairs; Member of the Industry Advisory Committee of the Ministry of Economic Affairs; The 9th Chairman of the Taiwan Asia-Pacific Industrial Analysis Professional Association.; Chairman of Smart Mobility Association Taiwan, SMAT.	Vice President of Chung-Hua Institution for Economic Research and Director of the Third Research Division; Independent Director, YEM CHIO CO., LTD.; Director of the Asia Pacific Emerging Industry Management Co., Ltd.; The Chairman of Chung-Hua Association for Financial and Economic Strategies.	None	None	None	None
	0	0	0	0	0 Doctor of Journalism, Southern Illinois University, Carbondale, U.S.A.; Chairperson of the 2 nd term of National Communication Commission; Professor, Department of Journalism (Graduate program), National Chengchi University, Taiwan	Adjunct Professor, College of Communication, National Chengchi University; Adjunct Professor, School of Communication, Ming Chuang University.	None	None	None	None

1-2. Major shareholders of the institutional shareholders

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Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Yuan Ding Investment Corporation	Far Eastern New Century Corporation (100%)
Yuan Ding Co., Ltd.	Far Eastern New Century Corporation (37.13%), Asia Cement Corporation (35.50%), Der Ching Investment Corporation (14.50%), Yuan Ding Investment Co., Ltd. (12.86%), Yue Ming Trading Company Limited (0.002%), Far Eastern Department Store Co., Ltd. (0.001%), Douglas Hsu (0.001%)
U-Ming Marine Transport Corporation	Asia Cement Corporation (39.25%), Taiwan Cooperative Bank (1.49%), Yuan Ding Investment Co., Ltd. (1.05%), Yu Yuan Investment Co., Ltd. (0.94%), Asia Investment Corporation (0.92%), Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.-Equity Trading Division (Proprietary Trading Desk) (0.85%), Cathay Life Insurance Co., Ltd.(0.84%), Japan Securities Finance Co., Ltd.(0.83%), DBS Bank Ltd - Administrator JPMORGAN (0.76%), Ya Li Transportation Corporation (0.75%)
Asia Investment Corporation	Asia Cement Corporation (100%)

Information Sources: Department of Commerce, Ministry of Economic Affairs, R.O.C., public announcements on each company's websites and Ex-rights/Ex-dividend information disclosed by each company.

Note: Where the corporate shareholder is not an organizer of the company. The names of the aforementioned shareholders and their shareholding ratios should be disclosed, that is, the names of the contributors or donors and their contribution or donation percentages.

1-3. Major Shareholders of Institutional Shareholders mentioned in 1-2 section

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Institutional Shareholders	Major Shareholders of the Institutional Shareholders
Far Eastern New Century Corporation	Asia Cement Corporation (23.77%), Oriental Institute of Technology (4.81%), Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF account in the custody of Taishin International Bank Co., Ltd. (4.38%), Far Eastern Medical Foundation (3.61%), Far Eastern Memorial Foundation (3.42%), Yuanta/P-shares Taiwan Dividend Plus ETF (3.35%), Yuan-Ze University (2.74%), Chunghwa Post Co., Ltd. (1.89%), Douglas Hsu (1.71%), Der Ching Investment Corporation (1.55%)
Asia Cement Corporation	Far Eastern New Century Corporation (21.16%), Far Eastern Medical Foundation (5.15%), Yuanta Taiwan Dividend Plus ETF account in the custody of Cathay United Bank (4.56%), KGI Life Insurance Co., Ltd. (2.52%), Labor Pension Fund Committee of Far Eastern New Century Corporation (1.67%), Yuan Ding Investment Co., Ltd. (1.53%), Far Eastern Department Stores Co., Ltd. (1.41%), Yuan-Ze University (1.37%), Chunghwa Post Co., Ltd. (1.35%), Far Eastern Memorial Foundation (1.24%)
Der Ching Investment Corporation	Asia Cement Corporation (99.999%), Asia Investment Corporation. (0.001%)
Yuan Ding Investment Co., Ltd.	Far Eastern New Century Corporation (100%)
Yue Ming Trading Company Limited	Yuan Ding Investment Co., Ltd. (45.50%), Ta Chu Chemical Fiber Co., Ltd. (38.20%), Bai Ding Investment Co., Ltd. (15.50%), Ding & Ding Management Consultants Co., Ltd. (0.30%), Yuan Ding Co., Ltd. (0.30%), Yuan Ding Leasing Co., Ltd. (0.20%)
Far Eastern Department Stores Co., Ltd.	Far Eastern New Century Corporation (17.06%), Yuan Ding Investment Co., Ltd.(9.87%), Asia Cement Corporation (5.65%), Yuan Tone Investment Co., Ltd. (5.62%), Yuan-Ze University (4.75%), Yuanta Taiwan High Dividend Low Volatility ETF (3.00%), Mega Bank-Treasury Dept.(2.44%), The committee of Employee Pension Fund of Far Eastern Department Stores Co., Ltd. (2.11%), Yu Yuan Investment Co., Ltd. (2.06%), Tranquil Enterprise Ltd. (2.04%)
Taiwan Cooperative Bank	Taiwan Cooperative Financial Holding Co., Ltd. (100%)
Yu Yuan Investment Co., Ltd.	Asia Cement Corporation (29.92%), Yuan Ding Co., Ltd. (25.02%), Yuan Ding Investment Corporation (18.96%), U-Ming Marine Transport Corporation (17.66%), Ding Shen Investment Co., Ltd. (6.50%), Yue Tung Investment Co., Ltd. (1.84%), Yue Ding Industry Co., Ltd. (0.10%)
Asia Investment Corporation	Asia Cement Corporation (100%)
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., Ltd. (100%)
Ya Li Transportation Corporation	Asia Cement Corporation (51.61%), Yu Yuan Investment Co., Ltd. (48.39%)

Information Sources: Department of Commerce, Ministry of Economic Affairs, R.O.C., public announcements on each company's websites and Ex-rights/Ex-dividend information disclosed by each company.

Note: Where the corporate shareholder is not an organizer of the company. The names of the aforementioned shareholders and their shareholding ratios should be disclosed, that is, the names of the contributors or donors and their contribution or donation percentages.

1-4. Directors' Professional Qualifications, Independence Status and Diversity Policy for Board Members

(1) Directors' Professional Qualifications and Independence Status :

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Condition Name	Professional Qualifications And Experience (Note 1)	Independence Status (Note 1 & Note 2)	No. of Public companies in which he/she serves as Independent Director
Chairman: Douglas Hsu	Qualifications: Business Management, Leadership, and Commerce experience. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 3,9 and 11.	None
Vice Chairman: Peter Hsu	Qualifications: Business Management, Leadership, and Information technology. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 3,9 and 11.	None
Independent Director: Jyuo-Min Shyu	Qualifications: Technology and Business Management. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 1~12. ✓Meets Note 2: Independence: criteria of SEC Rule 4200.	2
Independent Director: Ta-Sung Lee	Qualifications: Telecom experience and Business Management. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.		None
Independent Director: Tian-Jy Chen	Qualifications: International Trade and Economic Development Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.		1
Independent Director: Chung-Huey Huang	Qualifications: Accounting Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.		1
Director: Chi-Kuo Mao	Qualifications: Telecom experience, Business Management, and Leadership. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 1~4 and 6~11. ✓Meets Note 2: Independence: criteria of SEC Rule 4200.	None
Director: Champion Lee	Qualifications: Business Management, Finance and accounting experience, and Commerce experience. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 1, 3~6 and 8~11. ✓Meets Note 2: Independence: criteria of SEC Rule 4200.	None
Director: Jeff Hsu	Qualifications: Business Management, Innovation experience, and Global Market Perspective. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 3,9 and 11.	None
Director: Jiann-Chyuan Wang	Qualifications: Economic and Business Management. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence: criteria 1~11. ✓Meets Note 2: Independence: criteria of SEC Rule 4200.	1

Name	Condition	Professional Qualifications And Experience (Note 1)	Independence Status (Note 1 & Note 2)	No. of Public companies in which he/she serves as Independent Director
Director: Bonnie Peng		Qualifications: Telecom experience and Journalism Communication experience. Experience: Please refer to "1. Directors- Experience and Current Position with Other Company" on page 10-13 of this Annual Report.	✓Meets Note 1: Independence criteria 1~11. ✓Meets Note 2: Independence; criteria of SEC Rule 4200.	None

Note 1: Directors who meet the following conditions during the two years prior to appointment and throughout their term of office:

- (1) Not an employee of the company or its affiliates.
- (2) Not a director or supervisor of the company or its affiliates (except for independent directors established by this law or local laws and regulations of the company, its parent company, or subsidiary).
- (3) Not the director, supervisor, or employee of any natural person shareholder who holds more than one percent of the total issued shares of the company in their own name or in the name of their spouse, minor children, or others.
- (4) Not the spouse, relative within the second degree of kinship, or relative within the third degree of direct consanguinity of any person listed in (1), (2), or (3).
- (5) Not a director, supervisor, or employee of a corporate shareholder who directly holds more than five percent of the total issued shares of the company, is among the top five shareholders, or is appointed as a representative by the company law Article 27 Paragraph 1 or Paragraph 2.
- (6) Not a director, supervisor, or employee of another company who holds more than half of the director seats or voting rights controlled by the same person as the company (except for independent directors who also serve as directors, supervisors, or employees of the company or its parent company, subsidiary established by this law, or local laws and regulations).
- (7) Not the same person or spouse as the chairman, general manager, or equivalent position of the company, nor a director, supervisor, or employee of another company or institution (except for independent directors who also serve as directors, supervisors, or employees of the company or its parent company, subsidiary established by this law, or local laws and regulations).
- (8) Not a director, supervisor, manager, or shareholder holding more than five percent of specific companies or institutions with financial or business dealings with the company (except for specific companies or institutions holding more than 20% but not exceeding 50% of the total issued shares of the company, being the subsidiary established by this law, or local laws and regulations of the company, its parent company, subsidiary, or the subsidiary of the same parent company, and the independent directors appointed by mutual consent are not subject to this limitation).
- (9) Not a professional, sole proprietor, partner, director, supervisor, manager, or spouse who provides business, legal, financial, accounting, or other related services to the company or its affiliates and receives cumulative remuneration exceeding NT\$500,000 in the past two years, unless they serve on the salary and remuneration committee, public acquisition review committee, or merger special committee in accordance with this law or related laws on corporate mergers and acquisitions.
- (10) Not related to other directors by marriage or within the second degree of kinship.
- (11) Not involved in any of the circumstances specified in Article 30 of the Company Law.
- (12) Not elected by the government, legal person, or its representative in accordance with Article 27 of the Company Law.

Note 2: Directors meeting the independence criteria of SEC Rule 4200 Definitions must meet at least 4 of the following 9 indicators, with at least 2 of the first 3 indicators:

- (1) The director must not have been employed by the company in an executive capacity within the last year.
- (2) The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company more than US\$60,000 during the current fiscal year other than those permitted by SEC Rule 4200 Definitions.
- (3) The director must not be a "Family Member of an individual who is employed by the company or by any parent or subsidiary of the company as an executive officer.
- (4) The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.
- (5) The director must not be affiliated with a significant customer or supplier of the company.
- (6) The director must have no personal services contract(s) with the company or a member of the company's senior management.
- (7) The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.
- (8) The director must not have been a partner or employee of the company's outside auditor during the past year.
- (9) The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.

(2) Board Diversity and Independence:

(I) Board Diversity:

1. Diversity Policy: The company has established the "Corporate Governance Practices Guidelines." Article 20 stipulates that the composition of the board of directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers do not exceed one third of the total number of the board members and formulate an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy includes, without being limited to, the following two general standards: 1. Basic requirements and values: Gender, age, nationality, and culture. 2. Professional knowledge and skills: professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.
2. Professional qualifications: Please refer to: Directors' Professional Qualifications and Independence Status.
3. Gender: The Company has established "FET Corporate Governance Best Practices Principles" and stipulated in Article 20 that focus on gender equality and practical application, so the current board of directors includes 2 female directors.
4. Age: The age of 7 directors is over 71 years old. The age of 3 directors is between 61 to 70 years old. The age of 1 director is between 41 to 50 years old.
5. Industry experience: In telecommunication industry, members of the Board with varied professional fields play an important part in market competition. The members of the FET Board, being experts from Accounting, Telecommunication, Finance, Economics and Technology, assist in facilitating the Company's decision making and strategic planning with their proficiency and proactive views. Please refer to: Professional qualifications and independence of Directors.
6. The specific goals and status of achievement: There must be at least one female director. In this term, there is two female directors. Additionally, there must be at least three directors with expertise in telecommunications. In this term, there are a total of three directors with such expertise. The Directors must possess knowledge of the

telecommunications industry and at least one of the following abilities: operational judgment, accounting and financial analysis, business management, crisis management, international market insights, leadership, decision-making, or information management.

7. If the board of directors does not have at least one-third of its seats occupied by directors of any one gender, please explain the reasons and the measures planned to enhance gender diversity among the directors: To further enhance the gender diversity of the company's board of directors, several female candidates were included and consulted during the election for the 10th board of directors. However, due to various factors, only two female directors were elected to the 10th board. The company will continue to seek suitable female director candidates both domestically and internationally through various channels.

(II) Board of independence:

There are 11 directors in the 10th term of the Board of Directors. 4 of them are independent directors, 36% of all directors. 8 of the directors are not Second-degree relatives. All independent directors are not Second-degree relatives with other directors which is follow the Article 26-3, Paragraph 3 of the Securities and Exchange Act, there shall be a majority of seats among the directors, and they shall not have relatives within the second degree of kinship, including spouses. Any information for second-degree relatives, please refer to Directors' information.

(III) Implementation of the Diversity Policy for Board Members

Name	Basic requirements and values			Professional knowledge and skills		Necessary knowledge, skill, and experience								
	Gender	Age	Nationality	Back-ground	Skills	Industry experience	Ability to make operational judgment	Ability to perform accounting and financial analysis	Ability to conduct management	Ability to conduct crisis management	International market perspective	Ability to lead	Ability to make decisions	Information skills
Douglas Hsu	Male	81~90 years old	R.O.C.	Business		V	V	V	V	V	V	V	V	*
Peter Hsu	Male	71~80 years old	R.O.C.	Business		V	V	*	V	V	V	V	V	V
Jyuo-Min Shyu	Male	71~80 years old	R.O.C.	Technology	Professor of Electrical Engineering and Computer Science	V	V	*	V	V	V	V	V	V
Ta-Sung Lee	Male	61~70 years old	R.O.C.	Electrical Engineering /Telecom	Professor of Electrical and Computer Engineering	V	V	*	V	V	V	V	V	V
Tain-Jy Chen	Male	71~80 years old	R.O.C.	Economic	Professor of Economic	*	V	V	V	V	V	V	V	*
Chung-Huey Huang	Female	61~70 years old	R.O.C.	Accounting	Professor of Accounting	*	V	V	V	V	V	V	V	*
Chi-Kuo Mao	Male	71~80 years old	R.O.C.	Telecom /Management	Adjunct Professor of Business Management and Chair Professor of Law and Business	V	V	V	V	V	V	V	V	*
Champion Lee	Male	71~80 years old	R.O.C.	Finance		V	V	V	V	V	V	V	V	*
Jeff Hsu	Male	41~50 years old	U.S.A.	Business		*	V	*	V	V	V	V	V	*
Jiann-Chyuan Wang	Male	61~70 years old	R.O.C.	Economic		*	V	V	V	V	V	V	V	*
Bonnie Peng	Female	71~80 years old	R.O.C.	Telecom/ Journalism Communication	Professor of Journalism	V	V	*	V	V	V	V	V	*

*is referred to possessing partial ability.

Note 1: (1) The directors account for 0% of employees.

(2) The independent directors account for 36% of the Board.

(3) The female director accounts for 18% of the Board.

(4) Independent Director's Tenure: Two independent directors have been re-elected for a second term, with tenures of less than four years. Two independent directors were elected for the first time, with tenures of less than one year.

(5) Director Expertise Objectives: There must be at least three directors with expertise in telecommunications. In this term, there are a total of three directors with such expertise.

1-5. President, Executive Vice Presidents, Senior Vice Presidents, Vice Presidents, Senior Directors and Department Heads

Title	Nationality	Name	Gender	Effective Date	Current Shareholding		Shares held by Spouse & Minor		
					Shares	%	Shares	%	
President	R.O.C.	Chee Ching	Female	2019.01.07	130,000	0.00	0	0.00	
Executive Vice President, Enterprise & Carrier BU	R.O.C.	Philip Tseng	Male	2017.02.21	20,000	0.00	0	0.00	
Executive Vice President, Network Technologies & Operations	R.O.C.	Jason Kuo	Male	2023.08.01	0	0.00	0	0.00	
Executive Vice President, Information & Digital Transformation Technology	R.O.C.	Peter Hu	Male	2021.08.02	30,000	0.00	300	0.00	
Executive Vice President & CFO Finance & Facility Services	R.O.C.	Sharon Lin	Female	2020.08.01	11,076	0.00	0	0.00	

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	Shares held in Name of Others		Major Experience and Education	Current Position with Other Company	Managers are Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note1)
	Shares	%			Title	Name	Relation	
	0	0.00	Vice President, Technology Development, AT&T; PhD., Management Information Systems., Purdue University	Chairwoman & President of Far Eastern Info Service (Holding) Ltd.; Chairwoman of ARCOA Communications Co., Ltd.; Chairwoman of Prime EcoPower Co., Ltd.; Chairwoman of Nextlink Technology Co., Ltd.; Chairwoman of Yuanshi Digital Technology Co., Ltd.; Chairwoman of IDEAWORKS Entertainment Co., Ltd.; Chairwoman of Field Delivery Service Co., Ltd.; Director & President of New Century InfoComm Tech Co., Ltd.; Director of Far Eastern Dept. Store, Ltd.; Director of Pacific SOGO Department Store Co., Ltd.; Director of Ding Ding Integrated Marketing Service Co., Ltd.; Director of Far Eastern Electronic Toll Collection Co., Ltd.; Director of FETC International Co., Ltd.	None	None	None	None
	0	0.00	President of Ericsson Taiwan; Master Degree of Science from Industrial Engineering School, Lehigh University, U.S.A.	Chairman & President of KGEx.com Co., Ltd.; Chairman of Information Security Service Digital United, Inc.; Chairman of Digital United (Cayman) Ltd.; Chairman of Digital United Information Technology Co., Ltd. (Shanghai); Director of New Century InfoComm Tech Co., Ltd.; Director of Sino Lead Enterprise Limited; Director of Prime EcoPower Co., Ltd.; Director of Field Delivery Service Co., Ltd.; Manager of System Integration Branch, Far Eastone Telecommunications Co., Ltd.; Manager of the Kaohsiung Branch, KGEx.com Co., Ltd.; Director of Microfusion (HK) Technology Co., Limited.; Director of Microfusion Technology (MY) SDN. BHD.; Director of Nextlink (SG) Technology PTE. LTD. Director of Far Eastern Electronic Toll Collection Co., Ltd.; Director of FETC International Co., Ltd.	None	None	None	None
	0	0.00	Director, Digital United Inc, Taiwan; Master degree of Science in Electrical Engineering, University of Southern California, U.S.A.	Director of Field Delivery Service Co., Ltd.	None	None	None	None
	0	0.00	General Manager, Solutions & Technical Unit, Microsoft Taiwan M.S., Computer Science and Information Engineering, Tamkan University	Director of Information Security Service Digital United, Inc.	None	None	None	None
	0	0.00	Manager of Vishay General Semiconductor Taiwan Ltd.; M.S. Finance, University of Wisconsin, U.S.A.	Chairwoman of New Diligent Co., Ltd.; Chairwoman of Microfusion Technology Co., Ltd.; Director of DataExpress Infotech Co., Ltd.; Director of Nextlink Technology Co., Ltd.; Director of Far Eastern Info Service (Holding) Ltd.; Director of Digital United (Cayman) Ltd.; Director of Far Reach Entertainment Co., Ltd.; Supervisor of Yuanshi Digital Technology Co., Ltd.; Supervisor of ARCOA Communication Co., Ltd.; Supervisor of New Century InfoComm Tech Co., Ltd.; Supervisor of KGEx.com Co., Ltd.; Supervisor of Yuan Cing Co., Ltd.; Supervisor of Information Security Service Digital United, Inc.; Supervisor of Prime EcoPower Co., Ltd.; Supervisor of Digital United Information Technology Co., Ltd. (Shanghai); Supervisor of Far Eastone Insurance Agency Co., Ltd.; Supervisor of IDEAWORKS Entertainment Co., Ltd.; Supervisor of Mission International Co., Ltd.; Supervisor of Field Delivery Service Co., Ltd.; Supervisor of Ding Ding Integrated Marketing Service Co., Ltd.; Supervisor of Far Eastern Electronic Toll Collection Co., Ltd.; Supervisor of FETC International Co., Ltd.	None	None	None	None

Title	Nationality	Name	Gender	Effective Date	Current Shareholding		Shares held by Spouse & Minor		
					Shares	%	Shares	%	
Senior Vice President, Consumer Telecom Products & Entertainment	R.O.C.	Eric Chu	Male	2022.01.15	0	0.00	0	0.00	
Senior Vice President, Channel & Merchandise Sales	R.O.C.	Brian Chao	Male	2022.01.15	0	0.00	0	0.00	
Senior Vice President, Corporate Operations Services	R.O.C.	Andy Tu	Male	2022.01.15	0	0.00	0	0.00	
Senior Vice President Legal & Procurement	R.O.C.	Vivian Lee	Female	2018.01.03	612	0.00	0	0.00	
Senior Vice President Chief Administration Office	R.O.C.	Charlene Lin	Female	2021.08.01	0	0.00	0	0.00	
Vice President, Consumer Telecom Products & Entertainment	R.O.C.	Jessie Teng	Female	2018.01.01	373	0.00	0	0.00	
Vice President, Consumer Telecom Products & Entertainment	R.O.C.	Belinda Chen	Female	2018.01.01	5,070	0.00	0	0.00	
Vice President, Consumer Strategy & Digital Services	R.O.C.	Lopes Lu	Female	2019.04.01	155	0.00	0	0.00	
Vice President, Enterprise & Carrier BU	R.O.C	Eddie Kao	Male	2019.10.15	0	0.00	0	0.00	
Vice President, Enterprise & Carrier BU	R.O.C.	James Lee	Male	2007.07.01	676	0.00	0	0.00	
Vice President, Enterprise & Carrier BU	R.O.C.	Mark Lee	Male	2014.10.01	0	0.00	0	0.00	
Vice President, Enterprise & Carrier BU	R.O.C.	Paul Yang	Male	2024.06.01	0	0.00	0	0.00	
Vice President, Channel & Merchandise Sales	R.O.C.	Jessica Sung	Female	2020.04.16	0	0.00	0	0.00	
Vice President, Channel & Merchandise Sales	R.O.C.	Roger Lin	Male	2018.01.01	0	0.00	0	0.00	
Vice President, Corporate Operations Services	R.O.C.	Andy Kuo	Male	2021.02.01	0	0.00	0	0.00	

2025/02/28

	Shares held in Name of Others		Major Experience and Education	Current Position with Other Company	Managers are Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note)
	Shares	%			Title	Name	Relation	
	0	0.00	VP, Bank SinoPac AVP, Citibank (New York); MS, EES/OR, Stanford University, U.S.A.	Chairman of Far Reach Entertainment Co., Ltd.; Chairman of Far Eastone Insurance Agency Co., Ltd.; Director of IDEAWORKS Entertainment Co., Ltd.; Director of Mission International Co., Ltd.; Director of Yuanshi Digital Technology Co., Ltd.	None	None	None	None
	0	0.00	Business Director of Shin Kong Life Insurance; Master degree of Business Administration from National Taiwan University	Chairman of DataExpress Infotech Co., Ltd.; Director of Home Master Technology Ltd.; Director of Yuanshi Digital Technology Co., Ltd.; Director of ARCOA Communication Co., Ltd.	None	None	None	None
	0	0.00	Vice President of Samsung Electronics Taiwan & GM of IT & Mobile; MBA, Portland State University, Oregon, U.S.A.	Chairman of Yuan Cing Co., Ltd.; Director of ARCOA Communication Co., Ltd.; Director of Yuanshi Digital Technology Co., Ltd.; Director of DataExpress Infotech Co., Ltd.	None	None	None	None
	0	0.00	VP, Head of Ericsson Commercial Management, Ericsson Sweden; M.S., LLM, Intellectual Property Law. John Marshall Law School, Chicago, Illinois	Director of KGEx.com Co., Ltd.; Director of Yuan Cing Co., Ltd.; Director of Far Eastone Insurance Agency Co., Ltd.; Director of Nextlink Technology Co., Ltd.; Director of IDEAWORKS Entertainment Co., Ltd.; Director of Mission International Co., Ltd.; Director of Microfusion Technology Co., Ltd.; Director of Far Reach Entertainment Co., Ltd.; Supervisor of New Diligent Co., Ltd.	None	None	None	None
	0	0.00	VP & CFO of New Century InfoComm Tech Co., Ltd.; VP of Digital United Inc.; Master of Business Administration, National Taiwan University	Director of ARCOA Communication Co., Ltd.; Director of Yuan Cing Co., Ltd.	None	None	None	None
	0	0.00	Director of Taiwan High Speed Rail Corporation; M.S., Business Administration, Southern Methodist University, U.S.A.	Director of Far Eastone Insurance Agency Co., Ltd.	None	None	None	None
	0	0.00	Director of Taiwan High Speed Rail Corporation; M.S., Advertising, University of Illinois, U.S.A.	Director of LiTV (TAIWAN) INC.; Director of IDEAWORKS Entertainment Co., Ltd.; Director of Mission International Co., Ltd.	None	None	None	None
	0	0.00	Assist. Marketing Manager, Standard Chartered Bank; Major in Accounting & Statistics, Ming-Chuan College	None	None	None	None	None
	0	0.00	Computer Science/New Jersey State University USA; EUTOP Polymers Industries Ltd CHINA	None	None	None	None	None
	0	0.00	Director of KG Telecom; B.S., Electrical Engineering, Feng Chia University, Taiwan	Director of Digital United Information Technology Co., Ltd. (Shanghai)	None	None	None	None
	0	0.00	Director of Sales of New Century InfoComm Tech Co., Ltd.; B.S., Information Technology of Chung Yuan Christian University	None	None	None	None	None
	0	0.00	Gartner Inc. Sales Director Northwestern University	President of Field Delivery Service Co., Ltd.	None	None	None	None
	0	0.00	CPA of California, U.S.A.; MIS Manager of Janssen Cilag Taiwan, Johnson & Johnson; EMBA, National Taiwan University	President of ARCOA Communication Co., Ltd.	None	None	None	None
	0	0.00	Sales Representative of Carrier Corporation, Taiwan; Master of International Business of CYCU, Taiwan.	None	None	None	None	None
	0	0.00	Manager of Magical Furniture Corporation; B.S., Business Management, Tamsui Oxford University College, Taiwan.	President of Yuan Cing Co., Ltd.	None	None	None	None

Title	Nationality	Name	Gender	Effective Date	Current Shareholding		Shares held by Spouse & Minor		
					Shares	%	Shares	%	
Vice President, Network Technologies & Operations	R.O.C.	Dave Lu	Male	2021.11.01	0	0.00	0	0.00	
Vice President, Finance & Facility Services	R.O.C.	Tiffany Yu	Female	2023.12.15	0	0.00	0	0.00	
Vice President, Legal & Procurement	R.O.C.	Tim Liu	Male	2023.12.15	0	0.00	0	0.00	
Vice President, Corporate Information Security Office	R.O.C.	Jason Chu	Male	2024/06/01	0	0.00	0	0.00	
Senior Director, Consumer Telecom Products & Entertainment	R.O.C.	Gary Tsai	Male	2022.07.01	0	0.00	0	0.00	
Senior Director, Consumer Telecom Products & Entertainment	R.O.C.	Joyce Chen	Female	2021.10.15	0	0.00	0	0.00	
Senior Director Consumer Telecom Products & Entertainment	R.O.C.	Peggy Peng	Female	2020.10.01	0	0.00	0	0.00	
Senior Director, Enterprise & Carrier BU	R.O.C.	Milly Lin	Female	2019.11.01	0	0.00	0	0.00	
Senior Director, Channel & Merchandise Sales	R.O.C.	Maurice Tsai	Male	2022.01.15	0	0.00	0	0.00	
Senior Director, Channel & Merchandise Sales	R.O.C.	Kay Huang	Female	2021.05.01	0	0.00	0	0.00	
Senior Director, Channel & Merchandise Sales	R.O.C.	Adam Wong	Male	2018.04.01	0	0.00	0	0.00	
Senior Director, Corporate Operations Services	R.O.C.	TK Han	Male	2020.10.01	1,000	0.00	5,000	0.00	
Senior Director, Network Technologies & Operations	R.O.C.	James Yen	Male	2019.04.01	42,615	0.00	0	0.00	
Senior Director, Network Technologies & Operations	R.O.C.	Vivian Chiang	Female	2014.10.01	0	0.00	0	0.00	
Senior Director, Network Technologies & Operations	R.O.C.	Angus Yang	Male	2023.12.15	0	0.00	0	0.00	

2025/02/28

	Shares held in Name of Others		Major Experience and Education	Current Position with Other Company	Managers are Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note)
	Shares	%			Title	Name	Relation	
	0	0.00	System Engineer of LANcom Technologies, Inc; M.S., Naval architecture and Ocean engineering, National Taiwan University	Director of KGEx.com Co., Ltd.	None	None	None	None
	0	0.00	CFO, Asia Pacific Telecom Co., Ltd., Taiwan Master degree of National Chengchi University, EMBA(Accounting) Executive Master of the Credit Card Center, Union Bank Of Taiwan	Director of Asia Pacific Telecom Hong Kong Co., Ltd.; Director of New Diligent Co., Ltd.; Supervisor of Far Reach Entertainment Co., Ltd.; Supervisor of Microfusion Technology Co., Ltd.; CFO and Accounting Officer of Field Delivery Service Co., Ltd.	None	None	None	None
	0	0.00	VP, Asia Pacific Telecom Co., Ltd., Taiwan Regulatory and Operation Support Center National Taiwan University EMBA National Chiao Tung University Bachelor of Information Science	None	None	None	None	None
	0	0.00	Head of security of 104 Job bank Master Degree of Department of Information Management from Shih Hsin University	Director of Information Security Service Digital United, Inc.	None	None	None	None
	0	0.00	MBA of University of California, Berkeley Master Degree of Department of Communications, University of Illinois at Chicago CEO of College of Management in National Taiwan University	Director of Mission International Co., Ltd.	None	None	None	None
	0	0.00	Senior consultant of BroadVision, Inc.; MBA, National Taiwan University	None	None	None	None	None
	0	0.00	Director of KGI Bank Co., Ltd. Taiwan Massachusetts Institute of Technology, U.S.A.	None	None	None	None	None
	0	0.00	Sr. Product Manager of Taiwan Telecom Network (TTN) ATMA JAYA University Bachelor of English Education	Director of Digital United Information Technology Co., Ltd. (Shanghai)	None	None	None	None
	0	0.00	Manager of New Century InfoComm Tech Co., Ltd.; Department of Physics, Chung Yuang Christian University	Director of ARCOA Communication Co., Ltd.	None	None	None	None
	0	0.00	Manager of CitiBank, MBA, Southampton University, UK	None	None	None	None	None
	0	0.00	Sales Assistant Manager of KG Telecom; Executive Master, Department of International Business, Soochow University	None	None	None	None	None
	0	0.00	AE of Tai E Trading Co., Ltd. Taiwan Department of Industrial and Engineering, Chung Yuan Christian University	None	None	None	None	None
	0	0.00	Master of Electrical Engineering, National Taiwan University; Deputy Engineer, Institute of Electrical and Communications Technology, ITRI	None	None	None	None	None
	0	0.00	Marketing specialist of MiTAC; Engineer of ABS Telecom Inc.; Ph.D. of Department of Engineering Science, National Cheng Kung University	None	None	None	None	None
	0	0.00	Senior Director , Asia Pacific Telecom Co., Ltd., Taiwan; Master degree of Engineering, National Taiwan Normal Universial	None	None	None	None	None

Title	Nationality	Name	Gender	Effective Date	Current Shareholding		Shares held by Spouse & Minor	
					Shares	%	Shares	%
Senior Director, Network Technologies & Operations	R.O.C.	Howard Chang	Male	2024.04.01	22,046	0.00	93	0.00
Senior Director, Information & Digital Transformation Technology	R.O.C.	Anson Tsai	Male	2020.10.01	0	0.00	0	0.00
Senior Director, Information & Digital Transformation Technology	R.O.C.	Kai Lin	Male	2019.04.01	11,607	0.00	0	0.00
Senior Director, Information & Digital Transformation Technology	R.O.C.	Leon Li	Male	2013.10.01	10,000	0.00	0	0.00
Senior Director, Information & Digital Transformation Technology	R.O.C.	Linda Chang	Female	2020.10.01	0	0.00	0	0.00
Senior Director, Information & Digital Transformation Technology	R.O.C.	Eric Chen	Male	2023.12.15	5,489	0.00	306	0.00
Senior Director, Finance & Facility Services	R.O.C.	Allan Lee	Male	2020.02.10	0	0.00	0	0.00
Senior Director, Finance & Facility Services	R.O.C.	Gary Lai	Male	2013.10.01	0	0.00	0	0.00
Senior Director, Finance & Facility Services	R.O.C.	Stacy Chang	Female	2020.10.01	0	0.00	0	0.00
Senior Director, Legal & Procurement	R.O.C.	Jason Chen	Male	2013.10.01	0	0.00	0	0.00
Senior Director, Legal & Procurement	R.O.C.	Kevin Chang	Male	2020.10.01	0	0.00	0	0.00
Chief Auditor Internal Audit	R.O.C.	Iris Su	Female	2015.03.16	43,246	0.00	0	0.00
Senior Director, Corporate Communications & Social Responsibility	R.O.C.	Ada Lin	Female	2021.10.15	0	0.00	692	0.00

Note : When the General Manager or equivalent executive (the top executive) is the same person as the Chairman of the Board, the spouse of the Chairman of the Board, or a relative of the Chairman of the Board within a certain degree of kinship, the reasons, rationale, necessity, and corresponding measures (such as increasing the number of independent directors, ensuring that more than half of the directors are not concurrently employees or executives, etc.) should be disclosed along with relevant information.

2025/02/28

	Shares held in Name of Others		Major Experience and Education	Current Position with Other Company	Managers are Spouse or Consanguinity within 2 Degrees to Each Other			Note (Note)
	Shares	%			Title	Name	Relation	
	0	0.00	Master degree of Optoelectronic Science, National Central University	None	None	None	None	None
	0	0.00	eBay inc. of Data analyst Fu Jen Catholic University of Information Management	Director of IHH CO., LTD.	None	None	None	None
	0	0.00	China Times of Sr. system analyst Master, Institute of Scientist Management, Tamkang University	Director of Information Security Service Digital United Inc.	None	None	None	None
	0	0.00	Manager of KG Telecom.; M.S., Computer Science, Monmouth University, U.S.A.	None	None	None	None	None
	0	0.00	China.COM of Associate Director Master, Institute of Information Management, National Central University	None	None	None	None	None
	0	0.00	Sr. Director, Information Technology Center, Asia Pacific Telecom Co., Ltd., Taiwan Bachelor's degree of Department of Mechanical and Electro-Mechanical Engineering, TKU, Taiwan (R.O.C.)	None	None	None	None	None
	0	0.00	Manager of Chung-Chie Property Management; Ph.D. of Economics, Nankai University, China	Director of Prime EcoPower Co., Ltd.	None	None	None	None
	0	0.00	Director of MrTaiwan.com; M.S, Finance, George Washington University, U.S.A.	Director of JuAn Long-Age Co., Ltd.; Director of New Diligent Co., Ltd.; Director of Sustaihub INC.	None	None	None	None
	0	0.00	Assistant Manager of KPMG International Cooperative Department of Accounting, National Chengchi University	Accounting Officer of KGEx.com Co., Ltd.	None	None	None	None
	0	0.00	Manager of KG Telecom.; M.S., E.E., Polytechnic Institute of New York University, U.S.A.(NYU-Poly)	None	None	None	None	None
	0	0.00	Legislative Yuan, Republic of China(Taiwan),publicly funded assistant Soochow University, Legal	None	None	None	None	None
	0	0.00	Manager of KG Telecom.; M.S., Computer Information System, Arizona State University, U.S.A.	None	None	None	None	None
	0	0.00	Master Degree of Public Relations & Advertising in SHIN HSIN University Asia-Pacific Sr. Manger of Kingston Technology Company, Inc.	None	None	None	None	None

2. Remuneration to Directors, Independent Directors, President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents in the last year.

2-1. Remuneration to Directors and Independent Directors,

Title	Name	Remuneration to Directors							
		Compensation(A) (Note 1)		Pension Fund (B)		Directors' Remuneration(C) (Note 2)		Professional Fee (D) (Note 3)	
		The Company	Consolidated	The Company	Consolidated	The Company	Consolidated	The Company	Consolidated
Chairman	Douglas Hsu, Representative of Yuan Ding Investment Corporation								
	Peter Hsu, Representative of Yuan Ding Investment Corporation								
	Jan Nilsson, Representative of Yuan Ding Investment Corporation (Note 5)								
	Chi-Kuo Mao, Representative of Yuan Ding Investment Corporation (Note 6)								
	Champion Lee, Representative of Yuan Ding Co., Ltd.	25,575	25,575	0	0	81,993	81,993	4,689	4,689
	Jeff Hsu, Representative of Yuan Ding Co., Ltd.								
	Jiann-Chyuan Wang, Representative of U-Ming Marine Transport Corporation								
	Bonnie Peng, Representative of Asia Investment Corporation								
	Toon Lim, Representative of Din Yuang Investment Co., Ltd. (Note 7)								
Independent Director	Lawrence Juen-Yee LAU (Note 7)								
	Jyuo-Min Shyu								
	Ta-Sung Lee	0	0	0	0	8,581	8,581	1,460	1,460
	Tain-Jy Chen (Note 8)								
	Chung-Huey Huang (Note 8)								

1. Please describe the independent directors' remuneration policy, system, standard and structure, and the connection between amounts paid and factors such as duties and responsibilities undertaken, risks, and time contributed: The Company pays remuneration to directors in accordance with the Articles of Incorporation. After being resolved by the Remuneration Committee and the Board of Directors, the remuneration shall be reported in the annual shareholders' meeting pursuant to laws and regulations. Business execution expense consists mainly of travel allowance in reference to the reimbursement standards of the high-tech industry. Remuneration paid to independent directors is a fixed amount with consideration to their time spent and responsibilities assumed for the position. Additional remuneration of a fixed amount is provided if the independent director serves concurrently as a committee convener which excludes the Audit Committee. If he/she is not a convener but takes part in three committees, he/she is entitled to half of the additional remuneration. Business execution expenses are reimbursed based on actual spending.

2. In addition to the disclosures made in the above table, remuneration received by Directors of the Company for providing services (e.g., consulting services as a non-employee to the parent company/all entities in the financial report/reinvestment business) to all entities in the financial report in the most recent year: None.

NT\$'000

	Total of (A+B+C+D) and: Percentage of net income: (%) (Note 4)		Remuneration to Concurrent Employment								Total of (A+B+C+D+E+F+G) and Percentage of Net Income (%) (Note 4)		Other Remuneration from Investment Business and Mother Company except subsidiary
			Salary, bonus, special disbursement (E)		Pension Fund (F)		Remuneration to Employees (G)						
	The Company	Consolidated	The Company	Consolidated	The Company	Consolidated	The Company		Consolidated		The Company	Consolidated	
							Cash Amount	Stock Amount	Cash Amount	Stock Amount			
	112,257 0.87%	112,257 0.87%	0	0	0	0	0	0	0	0	112,257 0.87%	112,257 0.87%	65,197
	10,041 0.08%	10,041 0.08%	0	0	0	0	0	0	0	0	10,041 0.08%	10,041 0.08%	0

Note 1 : The Compensation including director salaries, allowances, severance pay, various bonuses, incentives, etc.)

Note 2 : The director's remuneration for the current fiscal year (2024) was approved by the board of directors on February 20, 2025, and will be reported in the 2025 annual shareholders' meeting. The remuneration amount for corporate representatives and individuals disclosed in the table is the proposed amount. After reporting to the annual shareholders' meeting, the remuneration will be distributed before end of 2025.

Note 3 : Including salary, position compensation, bonus, transportation allowance, special disbursement, other allowance, accommodation allowance and company car, etc.

Note 4 : The net income refers to after- tax income in the recent year; if the Company adopts International Financial Report Standards, the net income is on the stand-alone basis.

Note 5 : Passed away on July 24, 2024.

Note 6 : Newly appointed on September 16, 2024.

Note 7 : Stepped down on June 21, 2024.

Note 8 : Newly appointed on June 21, 2024.

Escalation for Remuneration to Directors

Escalation for remuneration paid to individual directors of the Company (NTD) (Note 1)	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	All companies in the consolidated statement (H)	The Company	All Affiliated Companies (I)
Less than 1,000,000	Chi-Kuo Mao,	Chi-Kuo Mao,	Chi-Kuo Mao,	Chi-Kuo Mao,
	Representative of Yuan Ding Investment Corporation;	Representative of Yuan Ding Investment Corporation;	Representative of Yuan Ding Investment Corporation;	Representative of Yuan Ding Investment Corporation;
	Toon Lim,	Toon Lim,	Toon Lim,	Toon Lim,
	Representative of Din Yuang Investment Co., Ltd.;	Representative of Din Yuang Investment Co., Ltd.;	Representative of Din Yuang Investment Co., Ltd.;	Representative of Din Yuang Investment Co., Ltd.;
	Jan Nilsson,	Jan Nilsson,	Jan Nilsson,	Jan Nilsson,
	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation
1,000,000~2,000,000 (exclusive of 2,000,000)	Jiann-Chyuan Wang,	Jiann-Chyuan Wang,	Jiann-Chyuan Wang,	Jiann-Chyuan Wang,
	Representative of U-Ming Marine Transport Corporation;	Representative of U-Ming Marine Transport Corporation;	Representative of U-Ming Marine Transport Corporation;	Representative of U-Ming Marine Transport Corporation;
	Bonnie Peng,	Bonnie Peng,	Bonnie Peng,	Bonnie Peng,
	Representative of Asia Investment Corporation;	Representative of Asia Investment Corporation;	Representative of Asia Investment Corporation;	Representative of Asia Investment Corporation;
	Tian-Jy Chen;	Tian-Jy Chen;	Tian-Jy Chen;	Tian-Jy Chen;
	Chung-Huey Huang;	Chung-Huey Huang;	Chung-Huey Huang;	Chung-Huey Huang;
	Lawrence Juen-Yee LAU	Lawrence Juen-Yee LAU	Lawrence Juen-Yee LAU	Lawrence Juen-Yee LAU
2,000,000~3,500,000 (exclusive of 3,500,000)	Ta-Sung Lee;	Ta-Sung Lee;	Ta-Sung Lee;	Ta-Sung Lee;
	Jeff Hsu,	Jeff Hsu,	Jeff Hsu,	Jeff Hsu,
3,500,000~5,000,000 (exclusive of 5,000,000)	Representative of Yuan Ding Co., Ltd.;	Representative of Yuan Ding Co., Ltd.;	Representative of Yuan Ding Co., Ltd.;	Representative of Yuan Ding Co., Ltd.;
	Jyuo-Min Shyu	Jyuo-Min Shyu	Jyuo-Min Shyu	Jyuo-Min Shyu
5,000,000~10,000,000 (exclusive of 10,000,000)	Champion Lee,	Champion Lee,	Champion Lee,	Champion Lee,
	Representative of Yuan Ding Co., Ltd.	Representative of Yuan Ding Co., Ltd.	Representative of Yuan Ding Co., Ltd.	Representative of Yuan Ding Co., Ltd.
10,000,000~15,000,000 (exclusive of 15,000,000)	None	None	None	None
15,000,000~30,000,000 (exclusive of 30,000,000)	Peter Hsu,	Peter Hsu,	Peter Hsu,	Peter Hsu,
	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation
30,000,000~50,000,000 (exclusive of 50,000,000)	None	None	None	None
50,000,000~100,000,000 (exclusive of 100,000,000)	Douglas Hsu,	Douglas Hsu,	Douglas Hsu,	Douglas Hsu,
	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation	Representative of Yuan Ding Investment Corporation
More than 100,000,000	None	None	None	None
Total	14	14	14	14

Note 1 : The director's remuneration for the current fiscal year (2024) was approved by the board of directors on February 20th, 2025, and will be reported in the 2025 annual shareholders' meeting on May 16th, 2025. The remuneration amount for corporate representatives and individuals disclosed in the table is the proposed amount. After reporting to the annual shareholders' meeting, the remuneration will be distributed before end of 2025.

Note 2: The order of each escalation is based on the stroke count of their Chinese surnames.

2-2. Remuneration Paid to President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents

NTS'000

Title	Name	Salary (A)		Pension Fund (B) (Note 1)		Bonus and special allowance (C) (Note 2)		Bonus to employees from distribution of earnings (D)				Total of (A+B+C+D) and Percentage of net income after tax (%)		Remuneration from invested companies other than the Company's subsidiary
		The Company	Consolidated	The Company	Consolidated	The Company	Consolidated	Cash bonus	Stock bonus	Cash bonus	Stock bonus	The Company	Consolidated	
President	Chee Ching													
Executive VP	Philip Tseng													
Executive VP	Jason Kuo													
Executive VP	Peter Hu													
Executive VP	Sharon Lin													
Sr. VP	Eric Chu													
Sr. VP	Brian Chao													
Sr. VP	Andy Tu													
Sr. VP	Vivian Lee													
Sr. VP	Charlene Lin													
VP	Jessie Teng													
VP	Belinda Chen													
VP	Lopes Lu													
VP	Eddie Kao													
VP	James Lee													
VP	Mark Lee	107,654	107,654	15,449	15,449	54,485	54,485	22,985	0	22,985	0	200,573 1.56%	200,573 1.56%	120
VP	Paul Yang (Appoint on 2024.06.01)													
VP	Jessica Sung													
VP	Roger Lin													
VP	Andy Kuo													
VP	Dave Lu													
VP	Barry Chang (Resigned on 2024.03.31)													
VP	Tiffany Yu													
VP	David Tsai (Retired on 2024.01.30)													
VP	Tim Liu													
VP	Jason Chu (Appoint on 2024.06.01)													

Note 1 : The figures shown in the table include actual payment for pension fund and pension fund contribution in 2024.

Note 2 : Including bonus, special allowance, transportation allowance, company car etc. The total expense for company car leasing is NTS6,307 thousand. In addition, the compensation paid to the driver is NTS 792 thousand in total, which is excluded from above mentioned remuneration.

Escalation for remuneration to President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents

Escalation for remuneration to President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents	Name of President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents	
	The Company	All investment business companies
Less than 1,000,000	Barry Chang (Note 1)	Barry Chang (Note 1)
1,000,000~2,000,000 (exclusion of 2,000,000)	None	None
2,000,000~3,500,000 (exclusion of 3,500,000)	Jason Chu(Note 2), Paul Yang(Note 2)	Jason Chu(Note 2), Paul Yang(Note 2)
3,500,000~5,000,000 (exclusion of 5,000,000)	Tiffany Yu, Tim Liu	Tiffany Yu, Tim Liu
5,000,000~10,000,000 (exclusion of 10,000,000)	Eric Chu, Jessica Sung, Mark Lee, James Lee, Andy Tu, Lopes Lu, Roger Lin, Charlene Lin, Eddie Kao, Andy Kuo, Jason Kuo, Belinda Chen, Brian Chao, Jessie Teng, Dave Lu	Eric Chu, Jessica Sung, Mark Lee, James Lee, Andy Tu, Lopes Lu, Roger Lin, Charlene Lin, Eddie Kao, Andy Kuo, Jason Kuo, Belinda Chen, Brian Chao, Jessie Teng, Dave Lu
10,000,000~15,000,000 (exclusion of 15,000,000)	Vivian Lee, Sharon Lin, Peter Hu, Philip Tseng, David Tsai (Note 3)	Vivian Lee, Sharon Lin, Peter Hu, Philip Tseng, David Tsai (Note 3)
15,000,000~30,000,000 (exclusion of 30,000,000)	None	None
30,000,000~50,000,000 (exclusion of 50,000,000)	Chee Ching	Chee Ching
50,000,000~100,000,000 (exclusion of 100,000,000)	None	None
More than 100,000,000	None	None
Total	26	26

* Names of employees with the same position are in order of Chinese last name

Note 1 : Resigned on 2024.03.31

Note 2 : Appoint on 2024.06.01

Note 3 : Retired on 2024.01.30

2-3. The allocation of employee compensation to the managers:

2024/12/31

Unit: NT\$'000

	Title	Name	Stock bonus	Cash bonus	Total	Percentage of Net income after tax (%)
Managers	President	Chee Ching	0	33,309	33,309	0.26%
	Executive VP	Philip Tseng				
	Executive VP	Jason Kuo				
	Executive VP	Peter Hu				
	Executive VP	Sharon Lin				
	Sr. VP	Eric Chu				
	Sr. VP	Brian Chao				
	Sr. VP	Andy Tu				
	Sr. VP	Vivian Lee				
	Sr. VP	Charlene Lin				
	VP	Jessie Teng				
	VP	Belinda Chen				
	VP	Lopes Lu				
	VP	Eddie Kao				
	VP	James Lee				
	VP	Mark Lee				
	VP	Paul Yang				
		(Appoint on 2024.06.01)				
	VP	Jessica Sung				
	VP	Roger Lin				
	VP	Andy Kuo				
	VP	Dave Lu				
	VP	Tiffany Yu				
	VP	Tim Liu				
	VP	Jason Chu				
		(Appoint on 2024.06.01)				
	Senior Director	Gary Tsai				
	Senior Director	Joyce Chen				
	Senior Director	Peggy Peng				
	Senior Director	Milly Lin				
	Senior Director	Maurice Tsai				
	Senior Director	Kay Huang				
	Senior Director	Adam Wong				
	Senior Director	TK Han				
	Senior Director	James Yen				
	Senior Director	Vivian Chiang				
	Senior Director	Angus Yang				
	Senior Director	Howard Chang				
	Senior Director	Anson Tsai				
	Senior Director	Kai Lin				
	Senior Director	Leon Li				
	Senior Director	Linda Chang				
	Senior Director	Eric Chen				
	Senior Director	Allan Lee				
	Senior Director	Gary Lai				
	Senior Director	Stacy Chang				
	Senior Director	Jason Chen				
	Senior Director	Kevin Chang				
	Chief Auditor	Iris Su				
	Senior Director	Ada Lin				

2-4. The analysis of the total remuneration paid to the directors, President, Executive Vice Presidents, Senior Vice Presidents and Vice President of the Company and all consolidated entities in the past two years as a percentage of the net income in the standalone financial statements.

Unit: NT\$'000

Item Title	The Company				All companies in the consolidated statement			
	2023		2024		2023		2024	
	Total	Percentage of net income after tax	Total	Percentage of net income after tax	Total	Percentage of net income after tax	Total	Percentage of net income after tax
Directors	101,016	0.90%	112,257	0.87%	101,016	0.90%	112,257	0.87%
Independent Directors	7,184	0.06%	10,041	0.08%	7,184	0.06%	10,041	0.08%
President, Executive Vice Presidents, Senior Vice Presidents, and Vice Presidents	167,656	1.50%	200,573	1.56%	167,656	1.50%	200,573	1.56%
Net income after tax	11,185,918	2.46%	12,842,901	2.51%	11,185,918	2.46%	12,842,901	2.51%

2-5. The remuneration policies, standards and packages of the Company's Directors, President, Executive Vice Presidents, Senior Vice Presidents, and Vice Presidents (hereinafter referred to as managers), procedures for determining remuneration, the connection between Directors' and Managers' performance evaluation and remuneration, and the correlation with future risks:

(1) Remuneration policies, standards, and packages:

• Directors:

Directors' remuneration includes: (1) Compensation, including directors' salaries, position allowances, severance pay, various bonuses, and incentives, determined based on their participation in company operations and contribution value, and paid according to industry standards; (2) Directors' remuneration, according to the company's Articles of Incorporation, should be allocated at no more than 1% of the annual profits if there are any; (3) Business execution-related expenses, currently transportation allowance, are issued based on their attendance at board meetings in person or via video conference; (4) Directors do not receive retirement pensions.

• Managers:

There are three kinds of remuneration paid to the President, Executive Vice Presidents, Senior Vice Presidents and Vice Presidents (Managers): salary, bonuses and special allowances, and Employees' Compensation. As salary is compensation based on the Company Act, it is paid according to tasks performed, the general economic situation, and market standards. Bonus and special allowances, with special allowances primarily consisting of transportation expenses, and special allowances are divided into three options offered: fixed amount allowance, rental cars, or allowance by mileage. Employees' compensation of the Company is based on the Company's Articles of Incorporation and shall be determined by the Remuneration Committee and the Board of Directors, then shall be reported to the Annual Shareholders' Meeting.

(2) Procedures for determining remuneration:

• Directors:

In accordance with Article 15 of the company's Articles of Association, the remuneration for Directors shall be determined by the Remuneration Committee and the Board of Directors. The directors' remuneration was approved by the Board of Directors, authorized by the shareholders' meeting in 2005, with reference to the standards of relevant industries and listed companies. Furthermore, according to Articles 26 of Incorporation of the company, if there is a profit for the current year, the Company shall set aside not more than 1% of it as compensation for Directors. The Board of Directors shall also determine the ratio of distribution of Directors' compensation and amount and shall report to the Shareholders' Meeting. The distribution of the company's directors' remuneration will take into account the directors' level of participation in the company's operations and their contribution value as important factors for consideration. Business execution expenses, such as travel allowances, will also be paid after being approved by the Board of Directors.

• Managers:

According to the Articles 26 of Incorporation of the company, if there is profit for the current year, the Company shall set aside 1% to 2% of it as compensation for employees, the Board of Directors shall also determine the ratio of distribution of Employees' compensation and amount and shall report to the Shareholders' Meeting. The Company's bonus regulations will determine the times, date and conditions of the compensation of employees.

(3) Linkage between remuneration and their performance evaluation:

• Directors:

The remuneration of the company's directors is determined according to the company's Articles of Association and is based on the company's annual profitability. Therefore, it is closely related to the company's operational goals, financial status, and the responsibilities of the directors. The procedure for determining remuneration is based on the company's 'Procedures for performance evaluation of Board of Directors Meeting.' The remuneration of the company's directors is comprehensively considered based on their participation in company operations and performance evaluation results (such as their dedication to company affairs, meeting attendance rate, and how they create ESG management performance). Additionally, according to the company's The Charter of the Remuneration Committee, the responsibilities of the Remuneration Committee include periodically examine the performance review, remuneration policy, system, standards, and structure for directors and managerial officers.

• Managers:

The employees' compensation is according to company bonus regulations, which cover the achievement of company operational goal and individual annual target. Company goal includes financial (Ex: Achievement ratio of the company's revenue, new economy revenue, and income) and non-financial index (Ex: Customer Net Promoter Score). Individual annual target includes operational goal (Ex: Implement of the company's core values and Operation of the management ability) and corporate social responsibility (Ex: Participation of the sustainability), which is highly correlated with the operational performance of the Company.

(4) Correlation with future risks:

• Directors:

The remuneration of the company's directors, in addition to being based on the company's past performance, will also have its standards, structure, and system flexibly adjusted according to future risk factors.

• Managers:

The remuneration is determined and flexibly adjusted in terms of multiple criteria; and its structure is based not only on industry standards and historical operational performance but also the actual operating situation and laws / regulations and amendments. It shall not guide the managerial officers to bring risk to the Company solely for higher remuneration.

2-6. The Company's Policy on the Link between Executive Compensation and ESG-Related Performance Assessment for Senior Management.

FET places a strong emphasis on corporate sustainability, and released a new version of its "Sustainability Strategy Blueprint in 2023," covering the three dimensions of E-S-G. It sets medium to long-term goals and is committed to maximizing FET contribution to the economy, environment, and society, thereby achieving sustainable business operations. The variable bonuses for the General Manager and senior executives are linked to sustainability development indicators, with these sustainability development indicators required to be set within annual objectives.

President : Sustainability development indicators account for 20%.

Performance indicators	Percentage of Performance indicators (%)
Low-carbon operations	3%
Renewable energy	3%
Human resources development	3%
Social Participation	2%
Information security	3%
Smart innovation applications	3%
Corporate governance	3%

Senior Executives : Sustainability development indicators account for 10~15%.Based on their responsibilities, they should select 2-3 indicators from the following E-S-G indicators as shown in the table below.

• Green energy ratio • Departmental electricity-saving rate • Greenhouse gas emissions • Digital billing user ratio • Circular economy recycling ratio • Accumulated number of mobile phone recoveries (old + waste)	• Employee eNPS (Employee Net Promoter Score)/ Response Rate • Attrition rate of outstanding colleagues • HCROI • Coverage rate of internet in rural areas(5G) • "Heart for Charity" influence	• Phishing success rate in social engineering exercises. • Number of personal data leaks : 0 incident • Number of IoT in Smart City • 5G telemedicine • Far EasTone Startup Accelerator • Corporate governance
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If all of the sustainability development indicators are not achieved, the performance evaluation rating for the fiscal year will be lowered by one level, or employee compensation will be reduced by up to 10%.

2-7. The company adopted succession planning for board members and key executives and disclosed the operational status of such planning.

(1) Board Members

-Succession planning:

The Company starts with a clear idea about the optimal board composition: the required knowledge, skills, and experience; the percentage of the board that should be composed of independent directors; and the level of diversity, such as gender diversity.

-Implementation status:

The Company engages various experts to participate in forums, seminars, and discussions, observing and evaluating potential candidates. When the board of directors needs to select director candidates, they first invite current directors and the company's management team to recommend candidates based on the future operational development needs.

-Succession Schedule:

In the newly elected 10th Board of Directors (election held in the year 2024), there are three new directors, accounting for 27% of the total board members. From the 10th Board of Directors, the number of independent directors shall not be less than one-third of the total number of directors, with a total of four.

(2) Key management of the Company

-Succession plan:

Starting from 2015, FET has implemented Annual Succession Plan Review mechanism. We will identify and review successors of key leadership positions (including the President and Executive Vice President positions). The action plan of the successor development is determined and implemented based on the review results.

-Implementation status:

Starting from 2015, the Head of each Division will have an annual succession plan review on the critical leadership positions in the unit. The Division Heads will discuss in detail with President on the successor status and action plans. In addition to proactively develop and train internal successors, we also look for external talents depending on the succession plan status.

-Plan Schedule:

From 2024 to the Annual Report being published, several important management positions within the Company (including Executive Vice President, Vice President, and Senior Assistant Vice President) have been promoted, newly appointed, succeeded or have resigned. Please refer to item 5 of Article II Corporate Governance Report: President, Executive Vice Presidents, Senior Vice Presidents, Vice Presidents, Senior Directors, and Department Heads for details.

3. Operation of Corporate Governance

3-1. Operation of Board of Director:

(1) There were 6 times (A) of the Board Meeting held in the fiscal year 2024 and up to the Annual Report being published. The attendance status of Board of Directors listed as below :

2025/02/28

Title	Name	Times of Attendance (B)	Times of by Attendance by Proxy (C)	Actual Percentage of Attendance (%) (B / A)	Percentage of Attendance (%) (Proxy included) ((B + C) / A)	Remark
Chairman	Douglas Hsu, Representative of Yuan Ding Investment Corporation	6	0	100	100	
Vice Chairman	Peter Hsu, Representative of Yuan Ding Investment Corporation	6	0	100	100	
Independent Director	Lawrence Juen-Yee LAU	2	0	100	100	The independent director's tenure expired on June 21, 2024, shall be presented twice.
Independent Director	Jyuo-Min Shyu	6	0	100	100	
Independent Director	Ta-Sung Lee	6	0	100	100	
Independent Director	Tain-Jy Chen	4	0	100	100	The independent director's tenure is effective on June 21, 2024, shall be presented 4 times.
Independent Director	Chung-Huey Huang	4	0	100	100	The independent director's tenure is effective on June 21, 2024, shall be presented 4 times.
Director	Jan Nilsson, Representative of Yuan Ding Investment Corporation	2	0	67	67	The director's tenure expired on July 24, 2024, shall be presented 3 times.
Director	Chi-Kuo Mao, Representative of Yuan Ding Investment Corporation	2	0	100	100	The director's tenure effective on September 16, 2024, shall be presented twice.
Director	Champion Lee, Representative of Yuan Ding Co., Ltd.	5	1	83	100	
Director	Jeff Hsu, Representative of Yuan Ding Co., Ltd.	6	0	100	100	
Director	Jiann-Chyuan Wang, Representative of U-Ming Marine Transport Corporation	6	0	100	100	
Director	Bonnie Peng, Representative of Asia investment Corporation	6	0	100	100	
Director	Toon Lim, Representative of Din Yuang Investment Co., Ltd.	2	0	100	100	The director's tenure expired on June 21, 2024, shall be presented twice.

Other matters of importance:

- If any of below listed circumstances of operation of Board Meeting occurs, it's necessary to be disclosure, including dates of board meetings, sessions, the contents of motions, all independent opinions from Independent Directors and the Company's response to such Independent Directors' opinions:
 - The issues of Article 14-3 of the Securities and Exchange Act: None.
 - In addition to the above-mentioned matters, records or written board resolutions contain Independent Directors' counter advice along with qualified opinions: None.
- Any Directors avoidance of motions due to conflict of interests, including the Directors' names, the content of the motions and the causes for avoidance and voting:
 - The proposal for the appointment of the 6th term Remuneration Committee Members of the Company during the 2nd Meeting of the 10th term was unanimously approved by the other attending Directors to appoint the three independent directors Ta-Sung Lee, Jyuo-Min Shyu and Chung-Huey Huang as members of the 6th Term of Remuneration Committee. Except for the three Independent Directors

Ta-Sung Lee, Jyuo-Min Shyu and Chung-Huey Huang who are candidates for the Remuneration Committee and have a conflict of interest, requiring them to recuse themselves from discussion and voting.

- 2.2 The proposal for the appointment of the 3rd term Risk Management and Information Security Committee of the Company during the 2nd Meeting of the 10th term was unanimously approved by the other attending Directors to appoint the three independent directors Jyuo-Min Shyu, Ta-Sung Lee and Tain-Jy Chen as members of the 3rd term Risk Management and Information Security Committee. Except for the three Independent Directors Jyuo-Min Shyu, Ta-Sung Lee and Tain-Jy Chen who are candidates for the Risk Management and Information Security Committee and have a conflict of interest, requiring them to recuse themselves from discussion and voting.
- 2.3 The proposal for the donation to the Telecommunication and Transportation Foundation with a total amount of NT\$6,000,000, during the 3rd Meeting of the 10th term was unanimously approved by the other attending Directors. The meeting for this matter is chaired by Vice Chairman Hsu. Apart from Chairman Hsu, who has a conflict of interest and dose not participate in the discussion or voting, the proposal is unanimously approved by the other attending directors without objection.
3. TWSE/TPEX-listed companies shall disclose information concerning the frequency, period, scope, methods, and contents of the Board's self (or peer) assessment: Please refer to (2) Assessment of the execution of the Board of Directors and Functional Committees.
4. In recent years, actions have been made to improve the functions of the Board of Directors, including the establishment of the Audit Committee, and the strengthening of the disclosure of information evaluating these:
 - 4.1 The Audit Committee was officially established when the 7th term of the Board of Directors was elected to the office in 2015 and was made up of the entire number of independent Directors. The Audit Committee meeting was held 5 times in the fiscal year 2024 and up to the Annual Report being Published. Please refer to the execution status of the Audit Committee's participation in the Board Meetings for the details.
 - 4.2 The company has established an Audit Committee, a Compensation Committee, and a Risk Management and Information Security Committee. These committees assist the Board of Directors in performing their supervisory duties, and the chairpersons of each committee regularly report on their operations and resolutions to the Board.
 - 4.3 The Company's public disclosure of the information is quite transparent and immediate. It has set up both Chinese and English websites and appointed personnel to gather and disclose financial and business relevant information including information from the investor's conference. Furthermore, considering the convenience of information access for both foreign and domestic Shareholders, the Company discloses information in both Chinese and English on the Market Observation Post System and the Company website.
 - 4.4 The Company complies with the regulations set forth by the Taiwan Stock Exchange Corporation's "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". Both domestic and international directors of the Company regularly attend continuing education. In 2024, 11 directors participated in a total of 72 hours of continuing education. For more details, please refer to the Annual Report-II Corporate Governance Report-3. Operation of Corporate Governance -8-6 Continuing Education Status.
 - 4.5 The Company has revised the " Procedures for performance evaluation of Board of Directors Meeting " and it has been approved during the 4th meeting of the 10th Term of board of directors. It is agreed that a comprehensive self-assessment of the board's performance for the entire year be conducted annually at the end of each year. The evaluation includes the overall operation of the board, individual board members, and the three functional committees. The results of the performance evaluation were submitted to the board on February 20, 2025.

5. The attendance status of Independent Directors in the fiscal year 2024 and up to the Annual Report is Published:

Independent Directors	The 9th Term Board of Directors		The 10th Term Board of Directors			
	12 th Meeting (2024.02.22)	13 th Meeting (2024.05.03)	1 st Meeting (2024.06.21)	2 nd Meeting (2024.08.08)	3 rd Meeting (2024.11.07)	4 th Meeting (2025.02.20)
Lawrence Juen-Yee LAU	V	V	Not Applicable			
Jyuo-Min Shyu	V	V	V	V	V	V
Ta-Sung Lee	V	V	V	V	V	V
Tain-Jy Chen	Not Applicable		V	V	V	V
Chung-Huey Huang	Not Applicable		V	V	V	V

Note: "v" refers to attend the meeting in person.

(2) Assessment of the execution of the Board of Directors and Functional Committees

Assessment Object and assessment Method	Assessment Frequency	Assessment Period	Assessment Scope	Assessment Method	Contents	Implementation and Evaluation
Self-assessment of the Board and Board members	Annually	January 1, 2024 to December 31, 2024	Board members	Self-Evaluation of Performance of the Board members	1. Familiarity with the goals and missions of the company 2. Awareness of the duties of a director 3. Participation in the operation of the Company 4. Management of internal relationship and communication 5. Professional development and training 6. Internal Control	Implementation: The Company has received evaluation report on February 3, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of directors on February 20, 2025. Evaluation: Self-Evaluation of Performance of the Board members: This item is 4.89. Evaluation grades : 5 – Very Good 4 – Good 3 – Fair 2 – Needs improvement 1 – Extremely needs improvement
			Board	Self-Evaluation of the Board's Procedure Unit	1. Participation in the operation of the Company 2. Improvement of Board decision making 3. Composition and structure of the Board 4. Election and continuing education of Directors 5. Internal Control	Implementation: The Company has received evaluation report on February 3, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of directors on February 20, 2025. Evaluation: The Self-Evaluation of the Board's Procedure Unit: This item is 4.83. Evaluation grades : 5 – Excellent (Strongly agree) 4 – Very good (Agree) 3 – Fair (Neutral) 2 – Unsatisfactory (Disagree) 1 – Very unsatisfactory (Strongly disagree)
External-assessment of the Board and Board members:	Every 3 years	January 1, 2024 to December 31, 2024	Board	FET commissioned "EY Business Advisory Services Inc." to evaluate Board effectiveness and performance. Evaluation Method: Provide self-assessment questionnaires to the board of directors, functional committees, and the company's management team for preliminary review and drafting of interview outlines. And the evaluation experts conducted on-site interviews with the directors on November 25, 2024.	1. Board structure and processes 2. Composition of board members 3. Corporate and organizational structure, roles, and responsibilities 4. Director training and development 5. Behavior and culture 6. Supervision, reporting, and disclosure of risk control 7. Performance supervision Based on the content and information provided by the directors and the company's self-assessment, subsequent on-site interviews will be conducted, and finally, an evaluation report will be issued. The institution issued the Board Performance evaluation report. The website address is as follows: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/BODMeetingInfo.html	Implementation: The most recent external evaluation of Board performance was completed on November 25, 2024. FET commissioned the "EY Business Advisory Services Inc." to evaluate Board effectiveness and performance and received evaluation report on December 20, 2024. The aforementioned results of external evaluations have been reported to the 4th meeting of the 10th term Board of directors on February 20, 2025. Conclusion: FET has set a benchmark in its comprehensive performance regarding the structure of the board and the processes and information. The overall performance of its members is rated as advanced. Recommendations: (1) It is recommended that the company maintains its current practice of building a talent pool through diverse channels and to reduce the proportion of directors with familial relationships, thereby enriching the diversity of the board members' backgrounds. (2) In accordance with the guidelines of the Sustainable Development Action Plans for TWSE and TPEx Listed Companies promoted by the Financial Supervisory

Assessment Object and assessment Method	Assessment Frequency	Assessment Period	Assessment Scope	Assessment Method	Contents	Implementation and Evaluation
						Commission, starting from 2025, companies will be required to disclose in their annual reports the reasons for not having at least one-third of female board members. Therefore, it is advised that the company should plan ahead to increase the number of female directors. Improvement Plans: Based on the above recommendations, FET will carefully evaluate the board members and structure to enrich the diversity of the board members' backgrounds.
Self-assessments of the Audit Committee	Annually	January 1, 2024 to December 31, 2024	Audit Committee	Self-Evaluation of the Audit Committee's Procedure Unit	1. Participation in the company's operation 2. Audit committee's understanding of their duties and responsibilities 3. Improvement on the quality of the audit committee' decision making 4. Makeup and structure of the audit committee 5. Internal Control	Implementation: The Company has received evaluation report on January 16, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of Directors on February 20, 2025. Evaluation: The evaluation result by assessment unit is 4.95. Evaluation grades : 5 – Excellent (Strongly agree) 4 – Very good (Agree) 3 – Fair (Neutral) 2 – Unsatisfactory (Disagree) 1 – Very unsatisfactory (Strongly disagree)
Self-assessments of the Remuneration Committee	Annually	January 1, 2024 to December 31, 2024	Remuneration Committee	Self-Evaluation of the Remuneration Committee's Procedure Unit	1. Participation in the company's operation 2. Remuneration committee's understanding of their duties and responsibilities 3. Improvement on the quality of the remuneration committee' decision making 4. Composition and member selection of the remuneration committee.	Implementation: The Company received evaluation report on January 16, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of directors on February 20, 2025. Evaluation: The evaluation result by assessment unit is 4.88. Evaluation grades : 5 – Excellent (Strongly agree) 4 – Very good (Agree) 3 – Fair (Neutral) 2 – Unsatisfactory (Disagree) 1 – Very unsatisfactory (Strongly disagree)
Self-assessments of the Risk Management and Information Security Committee	Annually	January 1, 2024 to December 31, 2024	Risk Management and Information Security Committee	Self-Evaluation of the Committee's Procedure Unit	1. Participation in the company's operation 2. Risk management and information security committee's understanding of their duties and responsibilities 3. Improvement on the quality of the risk management and information security committee' decision making 4. Composition and member selection of the risk management and information security committee	Implementation: The Company has received evaluation report on January 16, 2025, and aforementioned results of evaluations has been reported to the 4th meeting of the 10th term Board of Directors on February 20, 2025. Evaluation: The evaluation result by assessment unit is 4.75. Evaluation grades : 5 – Excellent (Strongly agree) 4 – Very good (Agree) 3 – Fair (Neutral) 2 – Unsatisfactory (Disagree) 1 – Very unsatisfactory (Strongly disagree)

3-2. Annual key task and status of operations of Audit Committee:

There were 5(A) of the Audit Committee Meeting held in the fiscal year 2024 and up to the Annual Report being published. The attendance status of Independent Directors listed as below :

2025/2/28

Title	Name	Times of Attendance (B)	Proxy	Actual Percentage of Attendance (%) (B/A)	Remark
Independent Director	Jyuo-Min Shyu	5	0	100	
Independent Director	Lawrence Juen-Yee LAU	2	0	100	The independent director's tenure expired on June 21, 2024, shall be presented twice.
Independent Director	Ta-Sung Lee	5	0	100	
Independent Director	Tain-Jy Chen	3	0	100	The independent director's tenure is effective on June 21, 2024, shall be presented 3 times.
Independent Director	Chung-Huey Huang	3	0	100	The independent director's tenure is effective on June 21, 2024, shall be presented 3 times.

Other matters to be disclosed:

- If any of the circumstances listed below has occurred during the operation of the Audit Committee, the dates of the committee meetings, sessions, the content of motions, and objections, reservations, or major recommendations of the independent directors; resolutions of the Audit Committee and actions taken by the Company concerning opinions of the Audit Committee shall be stated:

1-1 The issues of Article 14-5 of the Securities and Exchange Act

Dates & sessions of Audit Committee	Contents and motions	The content of motions, and objections, reservations, or major recommendations of the independent directors	Resolution:	The Company's response to Audit Committee's opinions:
The 11 th Meeting of the 3 rd Term (February 22, 2024)	The 2023 business report of the Company	None	Approved by all attending Members without objection.	Approved by all attending Directors without objection.
	The 2023 consolidated financial statements and annual financial statements and other matters of the Company			
	The distribution cash dividend from retained earnings and capital surplus			
	2024 appointment, compensation, assessment result of expertise, independence and suitability of Certified Public Accountant (CPA), and 2023 non-assurance services list			
	The Declaration of Internal Control System of the Company			
The 12 th Meeting of the 3 rd Term (May 3, 2024)	The release of the non-competition restriction on directors	None	Approved by all attending Members without objection.	Approved by all attending Directors without objection.
	The amendment to the "The Charter of the Audit Committee" of the Company			
	The Q1 2024 consolidated financial statements of the Company			
The 1 st Meeting of the 4 th Term (August 8, 2024)	The Q2 2024 consolidated financial statements of the Company	None	Approved by all attending Members without objection.	Approved by all attending Directors without objection.
	The amendments to the "Internal Control System" of the Company			

Dates & sessions of Audit Committee	Contents and motions	The content of motions, and objections, reservations, or major recommendations of the independent directors	Resolution:	The Company's response to Audit Committee's opinions:
The 2 nd Meeting of the 4 th Term (November 7, 2024)	The Q3 2024 consolidated financial statements of the Company	None	Approved by all attending Members without objection.	Approved by all attending Directors without objection.
	The amendments to the "Internal Control System" of the Company			
	The 2025 Audit Plan of the Company.			
	The donation to the Telecommunication and Transportation Foundation with a total amount of NT\$6,000,000.			
The 3 rd Meeting of the 4 th Term (February 20, 2025)	The 2024 business report of the Company	None	Approved by all attending Members without objection.	Approved by all attending Directors without objection.
	The 2024 consolidated financial statements and annual financial statements and other matters of the Company			
	The distribution cash dividend of 2024 from retained earnings and capital surplus			
	The amendments to the "Code of Conduct" & "Ethical Corporate Management Best Practice Principles" of the Company.			
	2025 appointment, compensation, assessment result of expertise, independence and suitability of Certified Public Accountant (CPA), and 2024 non-assurance services list			
	The Declaration of Internal Control System of the Company			

1-2 Any resolutions approved by over two-thirds of the board directors but not approved by the Audit Committee : None.

- Any Independent Director's avoidance of motions due to conflict of interest, including the Independent Directors' names, the contents of motions, the causes for avoidance and voting: None.
- Communications among Independent Directors and the Company's Chief Auditor and CPA (including significant issues, methods, and resolutions of discussion regarding the Company's financial and business status):

3-1 Communication between Independent Directors and the Chief Internal Auditor:

In 2024 and up to the date of the annual report printing, a total of 5 Audit Committee meetings were held. An audit committee meeting is held once every quarter, and ad hoc meetings are convened as needed. In addition to receiving internal audit reports monthly, the Chief Internal Auditor reports on the execution of internal audit operations and audit results to the audit committee every quarter. A separate meeting between the Chief Internal Auditor and the independent directors was held on November 7, 2024.

3-2 Communication between Independent Directors and the Accountants:

In 2024 and up to the date of the annual report printing, a total of 5 Audit Committee meetings were held. Additionally, the accountants held separate meetings with the independent directors after the audit committee meetings in the first and third quarters of 2024 and the first quarter of 2025 to report on audit results and other matters.

3-3 Summary of Communication:

Communication outlines of chief auditor with the independent directors:

Date	Communication Focus	Results
2024/02/22 Audit Committee Meeting	1. Chief auditor proposed the Internal Control Statement for approval based on the results of the Internal Control Self- Assessment result of FET and its subsidiaries for the year of 2023. 2. Chief auditor reported the progress of internal audit for the fourth quarter of 2023. 3. Chief auditor reported the follow-up status of audit findings.	Without objection.
2024/05/03 Audit Committee Meeting	Chief auditor reported the progress of internal audit for the first quarter of 2024.	Without objection.
2024/08/08 Audit Committee Meeting	Chief auditor reported the progress of internal audit for the second quarter of 2024.	Without objection.
2024/11/07 Audit Committee Meeting	Chief auditor reported the progress of internal audit for the third quarter of 2024.	Without objection.
2025/02/20 Audit Committee Meeting	1. Chief auditor proposed the Internal Control Statement for approval based on the results of the Internal Control Self- Assessment result of FET and its subsidiaries for the year 2024. 2. Chief auditor reported the progress of internal audit for the fourth quarter of 2024. 3. Chief auditor reported the follow-up status of audit findings.	Without objection.
Date	Communication Focus	Results
2024/11/07 Separate Meeting	1. Introduction to Internal Audit Organization and Professional Skills 2. Explanation of Audit Report Scoring Standards	Amended Audit Report Scoring standards per Independent Directors' feedback

Communication outlines of CPA with the independent directors:

Date	Communication Focus	Results
2024/02/22 Audit Committee Meeting	The accountant responded to the financial statement-related questions raised by the independent directors.	Without objection.
2024/05/03 Audit Committee Meeting	The CPA attends the audit committee meeting for inquiry.	Without objection.
2024/08/08 Audit Committee Meeting	The accountant responded to the financial statement-related questions raised by the independent directors.	Without objection.
2024/11/07 Audit Committee Meeting	The CPA attends the audit committee meeting for inquiry.	Without objection.
2025/02/20 Audit Committee Meeting	The accountant responded to the financial statement-related questions raised by the independent directors.	Without objection.
Date	Communication Focus	Results
2024/02/22 Separate Meeting	1. Explained the results of the financial statement and the key audit matters for 2023. 2. Explained the impact for the company of the changes in tax laws.	Without objection.
2024/08/08 Separate Meeting	Explained to the new Independent Directors the determination process of the key audit matters.	Without objection.
2025/02/20 Separate Meeting	1. Explained the results of the financial statement and the key audit matters for 2024. 2. Explained the impact for the company of the changes in tax laws	Without objection.

Experience and professional qualifications of the 4th-Term of Audit Committee members.

Title	Name	Experience and professional qualifications
Convener	Jyuo-Min Shyu	Served in ITRI for 18 years, leading the ITRI team to engage in cutting-edge technology research and development. Profound practical experience in technological innovation and industrial cooperation. Also served as Minister of Science and Technology. The Ministry of Science and Technology is the government's specialized agency for promoting the development of science and technology.
Member	Ta-Sung Lee	Specializes in communication systems and signal processing. Served as a member of the National Communication and Communication Committee. Chair Professor of the Department of Electrical Engineering of NYCU and the director of the Internet of Things Smart System Research Center.
Member	Tain-Jy Chen	Graduated from Pennsylvania State University, USA with Ph.D. in Economics. Formerly served as the minister of National Development Council, minister/ minister without Portfolio of Executive Yuan ROC, and the president of Chung-Hua Institution for Economic Research; is currently an emeritus professor at National Taiwan University. Has an expertise in international trade and economic development.
Member	Chung-Huey Huang	Graduated with a Ph.D. in Accounting, State University of New York at Buffalo, currently a Professor of Department of Accountancy, National Taipei University. Also, serves as a Member of Public Debt Administration Committee of Ministry of Finance, a Member of CPA Examination Review Committee of Ministry of Examination, a Supervisor of Small and Medium Enterprise Credit Guarantee Fund of Taiwan, and a Supervisor of Taiwan Drug Relief Foundation. Has expertise in accounting.

• Annual key operations of Audit Committee:

The Committee is composed of 4 independent directors in the 4th term. The Audit Committee assists the Board in fulfilling its oversight of the quality and integrity of the accounting, auditing, reporting, and financial control practices of the Company.

Holding 5 times of Audit Committee Meetings in 2024. The powers of the Committee are as follows:

1. The adoption of or amendments of the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2. Assessment of the effectiveness of the internal control system.
3. The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and providing endorsements or guarantees to others.
4. Matters in which a director is an interested party.
5. Asset transactions or derivatives trading of a material nature.
6. Loans of funds, endorsements, or provision of guarantees of a material nature.
7. The offering, issuance, or private placement of equity-type securities.
8. The hiring or dismissal of an external certified public accountant, or their compensation.
9. The appointment or discharge of a financial, accounting, or internal audit officer.
10. Annual and quarters financial reports.
11. Other material matters as required by this Corporation or by the competent authority.

• Audit Committee's Review Report

The Board of Directors has prepared the Company's 2024 Business Report, the Financial Statements, and the Proposal for Profit Distribution. The CPAs of Deloitte & Touche, Yung-Hsiang Chao and Chih-Ming Shao have reviewed and audited the Financial Statements (including the Stand-alone & the Consolidated Financial Reports) and issued the audit opinions. The Business Report, Financial Statements, and the Proposal for Profit Distribution have been reviewed and determined to be correct and accurate by the Audit Committee members of Far EasTone Telecommunications Co., Ltd.

• The evaluation of effectiveness of the internal control system

The evaluation of effectiveness of the internal control system design and implementation is performed in accordance with "Regulations Governing Establishment of Internal Control Systems by Public Companies" (the Regulations). The Regulations examine the following components throughout the internal control process: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities. The Company management has assessed the effectiveness of the internal control system design and implementation based on the above Regulations. Based on the results of the evaluation, the Company declares that as at December 31, 2024, the internal control system (including Supervision of Subsidiaries) has effectively assured that the following objectives have been reasonably achieved during the assessment period:

1. Effectiveness and efficiency of business operations (including profits, operating performance and the safeguard of company assets);
2. Reliability, and timeliness, transparency of reporting;
3. Compliance with rulings, and regulations.

• **The hiring of Certified Public Accountant**

To ensure the independence of the signing accounting firm, the Audit committee evaluated the independence, professionalism, and competence of the accountants based on Standard of Ethics No.10 of the Code of Professional Ethics and Audit Quality Indicators (AQIs). After review and approval at the 3rd meeting of the 4th term Audit Committee and the 4th meeting of the 10th Board of Directors on February 20, 2025, it was confirmed that the accountants, Yung-Hsiang Chao and Chih-Ming Shao, from Deloitte & Touche, meet the independence standards.

• **Review material asset transaction: None**

3-3. Implementation of Corporate Governance and Deviations from "Corporate Governance Best-Practice Principles for TWSE/GTSM listed Companies"

Item	Implementation Status			Deviations from "Corporate Governance Best-Practice Principles for TWSE / GTSM Listed Companies" and Reasons
	Yes	No	Illustration	
1. Does the Company stipulate and disclose "Corporate Governance Principle" based on "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies"?	V		The Company has formulated "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies", and the principles have been approved by Board of Directors. In addition to being placed on the corporate website, the principle is also made available on the Taiwan Stock Exchange's Market Observation Post System (MOPS) for public access and download. Please visit: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/RegulationRule.html https://emops.twse.com.tw/server-java/t58query	No Difference.
2. Ownership Structure and Shareholders' Equity	V		The Company has established the "Corporate Governance Best Practice Principles" with Article 13 aimed at protecting shareholders' rights. The company has appointed the spokesperson, the deputy spokesperson and the contracted stock agency, Oriental Securities Co., Ltd., are responsible for shareholders' suggestions and inquiries. If it's legal relevant, Legal and Regulatory Department would be involved to handle.	
2-1 Does the Company establish an internal operating procedure to handle suggestions, doubts, disputes and legal issues from shareholders, and act in accordance with the procedure?				
2-2 Does the Company identify major shareholders and/ or their ultimate controlling parties?	V		The Finance & Facility Services Division of the Company is responsible for collecting the updated information on major shareholders and their ultimate controlling parties. This information is disclosed /registered in according with the "TWSE Listed Companies Information Reporting Rule".	
2-3 Does the Company set up and operated risk control mechanisms and firewalls between the Company and its affiliated companies?	V		The Company and its affiliated companies are all independent entities in respect of their financial and business operations and have established "Related Party Transactions Regulation" which has been approved by the Board of Directors. Additionally, internal guidelines such as the "Subsidiary Management Regulations" are in place. Risk control mechanism and firewall between related companies have been properly established and effectively implemented as well.	
2-4 Does the Company establish internal guidelines to prohibit insider trading?	V		The Company has established "Procedures for Handling Internal Material Information" and "Guidelines for the Adoption of Codes of Ethical Conduct" to prohibit any insiders taking advantage of inside information for stock trading. Besides, the Company regularly advocates regulations to prevent "Insider Trading" on a monthly basis.	
3. Structure and Duties of the Board of Directors	V		1.The Company has established "FET Corporate Governance Best-Practices Principles" in which with Article 20 stipulates that the composition of the board of directors should be diversified, and a diversification policy should be formulated. 2.The Diversity Policy of the Company: Gender: The Company has established "Corporate Governance Best Practice Principles". In Article 20, gender equality and implemented it concretely, having 2 female directors in the current Board of Directors. Nationality: The Company would like to explore every opportunity from a global perspective. Members with nationality diversity do count for the board composition. Board members' background diversified from United States, Singapore, Sweden, and Hong Kong (China) to Taiwan in nationalities. Industry experience: The members of the FET Board, being experts from Accounting, Telecommunication, Finance, and Economics, assist to facilitate the Company's decision making and strategic planning with their proficiency and proactive views.	
3-1 Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?				

Item	Implementation Status			Deviations from "Corporate Governance Best-Practice Principles for TWSE / GTSM Listed Companies" and Reasons
	Yes	No	Illustration	
			3.The specific goals and status of achievement: There must be at least one female director. In this term, there is one female director. There must be at least three directors with expertise in telecommunications. In this term, there are a total of four directors with such expertise. The Directors must possess knowledge of the telecommunications industry and at least one of the following abilities: operational judgment, accounting and financial analysis, business management, crisis management, international market insights, leadership, decision-making, or information management. 4.The company regularly evaluates the board members for diversity of backgrounds and suitability. 5.Regarding the implementation of board diversity and the specific management objectives, please refer to the annual report, II Corporate Governance Report- 2.2 Information of Directors - "Board Diversity and Independence" and "Diversity of Board Members". The results of these evaluations have been shown on the company's official website. Please visit: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/BODMeetingInfo.html	
3-2 Other than the Remuneration Committee and Audit Committee established pursuant to laws, does the Company voluntarily set up another functional committee where the number of members is three or above, the majority of members are independent directors, and at least one member has the expertise required by the committee? Please disclose such committee composition, duties and responsibilities, and operations.	V		The Company approved to restructure the Risk Management and Information Security Committee at the third meeting of the eighth-term Board of Directors on November 5, 2018. The Committee members shall be appointed by Board of Directors. It shall have at least three members and more than half of them shall be independent directors. To emphasize the management of information security, the Board of Directors approved the renaming of the committee to the "Risk Management and Information Security Committee" (RMSC; the Committee) on May 3, 2024. This change reflects FET's ongoing commitment to information security and the protection of customer privacy. Currently, the Committee's members are three independent directors, Mr. Jyuo-Min Shyu, Mr. Ta-Sung Lee and Mr. Tain-Jy Chen. With a more comprehensive perspective and scope, including financial, strategic and operational, information security, environmental and energy risks, the Committee implements and supervises enterprise risk management through the operation of different levels of organization and responsibilities. All members possess the professional skills required by the Committee. For details, please refer to the "Diversity of Board Members Chart" in the annual report, II Corporate Governance section and Annex 1 The duties of the Committee are as follows: (1) Review risk policies and framework, risk appetite, or tolerance level. (2) Review management reports on major risk issues. (3) Review information security and privacy protection strategies, major plans, and management effectiveness. (4) Periodically report to the Board. The Committee shall convene at least twice a year and may call a meeting when necessary. Please refer to Annex 1 for the implementation status. For the Committee members, responsibilities, and implementation status, please refer to the Company's website: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/Operation.html	No Difference.
3-3 Does the Company establish regulations and methods for the Board's performance evaluation and conduct the evaluation annually with results reported to the Board and used as reference material for individual Directors' remuneration and reelection nomination?	V		The Company has revised the "Procedures for Performance Evaluation of Board of Directors" which were approved by the resolution of the 4th meeting of the 10th term of Board of Directors. The procedures stipulate that the Board shall conduct a self-evaluation regarding its year-round performance at the end of each year. The evaluation covers the overall operation of the Board as well as the performances of individual Board members, Audit Committees, Remuneration Committee and Risk Management and Information Security Committee. In 2024, the overall evaluation result was rated as good and has been reported to the Board of Directors on February 20, 2025. The evaluation result has been disclosed on the Company's website. Please refer to the Company's website: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/ODMeetingInfo.html	

Item	Implementation Status			Deviations from "Corporate Governance Best-Practice Principles for TWSE / GTSM Listed Companies" and Reasons
	Yes	No	Illustration	
3-4 Have the Company's regulations or procedures for evaluating the performance of the Board of Directors approved by the Board? Do they clearly stipulate that external evaluation will be conducted at least once every three years, as also according to the deadline stipulated in the regulations? Have assessments have been carried out on the year of the assessment or in the past two years with the status of achievement and assessment outcome disclosed on its official website or in the annual report?	V		The Company has revised the "Procedures for Performance Evaluation of Board of Directors" which were approved by the resolution of the 4th meeting of the 10th term of Board of Directors. According to the regulation, the board performance evaluation shall be conducted by an external professional independent institution at least once every three years. The most recent external evaluation of Board performance was completed on November 25, 2024. FET commissioned the "EY Business Advisory Services Inc." to evaluate Board effectiveness and performance and received evaluation report on December 20, 2024. The aforementioned results of external evaluations will report to the Board of directors on February 20, 2025. Implementation status were as follows: 1. Implementation Date: November 25, 2024. 2. Professional and Independent Institution for Evaluation: EY Business Advisory Services Inc. 3. Independence for Institution: EY Business Advisory Services Inc. is an independent and professional third-party evaluation agency. Their evaluation team possesses expertise in corporate governance, sustainable development, and risk management. Additionally, EY and its evaluation members have no business relationship with FET, ensuring their independence. 4. Evaluation Method: Provide self-assessment questionnaires to the board of directors, functional committees, and the company's management team for preliminary review and drafting of interview outlines. Finally, the evaluation experts will conduct on-site interviews with the directors. 5. Evaluation Standard: (1)Board structure and processes (2)Composition of board members (3)Corporate and organizational structure, roles, and responsibilities (4)Director training and development (5)Behavior and culture (6)Supervision, reporting, and disclosure² of risk control (7)Performance supervision Based on the content and information provided by the directors and the company's self-assessment, subsequent on-site interviews will be conducted, and finally, an evaluation report will be issued. 6. Conclusions: FET has set a benchmark in its comprehensive performance regarding the structure of the board and the processes and information. The overall performance of its members is rated as advanced. 7. Recommendations: (1) It is recommended that the company maintains its current practice of building a talent pool through diverse channels and to reduce the proportion of directors with familial relationships, thereby enriching the diversity of the board members' backgrounds. (2) In accordance with the guidelines of the Sustainable Development Action Plans for TWSE and TPEx Listed Companies promoted by the Financial Supervisory Commission, starting from 2025, companies will be required to disclose in their annual reports the reasons for not having at least one-third of female board members. Therefore, it is advised that the company should plan ahead to increase the number of female directors. 8. Improvement Plans: Based on the above recommendations, FET will carefully evaluate the board members and structure to enrich the diversity of the board members' backgrounds. The evaluation result has been disclosed on the Company's website. Please refer to the Company's website: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/BoardMeetingInfo.html	No Difference.
3-5 Does the board regularly (at least once a year), refer to Audit Quality Indicators (AQIs), evaluate the independence and suitability of the Company's appointed CPA and disclose the assessment procedure clearly?	V		The Company has set up the "Guidance of Certified Public Accountant Performance Assessment" to regularly evaluate the independence and competency of the CPA every year, submitting the results of evaluations and attach relevant documents. (Includes: the independence declaration issued by the accounting firm, Audit Quality Indicators (AQIs), and the evaluation report on the independence and competence of the accountant.) to the Board of Directors. The assessment results for this year meet the standards of independence and suitability. The results have been approved by the 12th meeting of the 9th term Board of Directors on Feb. 22, 2024, and the 4th meeting of the 10th term Board of Directors on Feb. 20, 2025. The reviewing guidance and procedures to evaluate the independence and competency of the CPA as follows:	

Item	Implementation Status			Deviations from "Corporate Governance Best-Practice Principles for TWSE / GTSM Listed Companies" and Reasons
	Yes	No	Illustration	
			1. Certified Public Accountant personal resume. 2. Regularly obtain a Confirmation of Independence from CPA. 3. Certified Public Accountant does not assume the Company's external auditor for 7 consecutive years. 4. Certified Public Accountant or members of their audit team did not hold any positions in the Company as directors, managers or significant influence on the audit during the audit period. 5. Non-audit services to the Company which may directly affect the audit work. 6. Certified Public Accountant has not been subject to disciplinary actions by regulatory authorities or the Certified Public Accountants Association, or sanctions imposed under Article 37, Paragraph 3 of the Securities and Exchange Act. 7. Certified Public Accountant received sufficient education and training each year to continuously acquire professional knowledge and skills. 8. Certified Public Accountant equipped with industry knowledge. 9. Certified Public Accountant has never used their position to engage in malicious commercial competition.	
4. Does the Company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		The Company deployed a suitable number of corporate governance personnel. Board of Directors has approved the appointment of Senior Vice president of Legal & Procurement, Vivian Lee, as the Corporate Governance officer. Functional Description: 1. Handling matters relating to board of directors, audit committee, and shareholders meetings as prescribed by law and assisting the Company in compliance with laws and regulations governing such meetings. 2. Producing minutes of board of directors, audit committee, and shareholders meetings. 3. Furnishing information required for business execution by Board directors. 4. To assist Directors to furnishing information of corporate governance courses, and take the courses. 5. To assist Directors in compliance with laws, and furnish the latest laws and regulations related to corporate governance to Directors regularly. Information concerning the operation and execution of the corporate governance unit is disclosed on the corporate website. The address is as follows: https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/Operation.html Training status of the Corporate Governance officer in 2024: Totally, it took 15 training hours, which comply with regulations. The training status of Corporate Governance officer, please refer to "Chapter II Corporate Governance Report/8-6 Directors and Executive Management Continuing Education Status/ B. Executive Management".	No Difference.
5. Does the Company build up communication channels with interest-conflicting parties (including but not limited to shareholders, employees, customers and suppliers), dedicate a specific area on the Company website, and properly respond to important issues regarding CSR?	V		The Company values its communication and engagement with various stakeholders highly. For the purpose of fully comprehending the essence of internal and external stakeholder management, we have followed the principles of AA1000 Stakeholder Engagement Standard to identify seven types of stakeholders crucial to our operations and ensure that we have dedicated communication channels to respond to our stakeholders' requests and expectations in our daily operations. Thus, in addition to a formal spokesperson mechanism, retail stores and our customer service center also provide a 24-hour online service (Mobile Direct Line on 888 or 123) or use FET Mobile Circle app. We also have set up adequate connections for suggestions and feedback from stakeholders. Including there is a designated "Stakeholder" section on the Company website, and "Contact for Stakeholders" webpage provides communication details for all the stakeholders including Customer/Consumer, Investors/Shareholders, Suppliers/Contractors/Developers, Competent Authorities, Media and Community Group/NGO and Employee.	
6. Does the Company assign professional Share Transfer Agent to handle shareholders' Meeting?	V		The Company has appointed "Oriental Securities Corporation" as stock agency to assist shareholders' meeting affairs.	
7. Information Disclosure 7-1 Does the Company set up a website to disclose financial, operational and corporate governance information?	V		The Company website: https://corporate.fetnet.net/ The Company discloses real-time financial, operational and corporate governance information on company's website.	

Item	Implementation Status		Deviations from "Corporate Governance Best-Practice Principles for TWSE / GTSM Listed Companies" and Reasons
	Yes	No	
7-2 Does the Company adopt any other disclosure channels?(e.g. English website; designated personnel in charge of company information collection and disclosure; implementation of a spokesperson policy; disclose process of institutional investors' meetings information on company website, etc.)	V		No Difference.
7-3 Does the Company complete the announcement and filing of the annual financial report audited and attested by the CPA within two months after the end of the fiscal year, and of financial reports for the first three quarters as well as the monthly revenue before the deadline?	V		

Annex 1:

1. Members of Risk Management and Information Security Committee and professional background and skills

Role & Responsibilities	Name	Professional background and skill
Convener	Independent Director : Jyuo-Min Shyu	Possess expertise in information technology and the skills of business management, crisis and risk management, leadership and decision-making.
Committee Member (Previous Term)	Independent Director : Lawrence Juen-Yee LAU	Possess expertise in economics, finance and accounting, and the skills of business management, crisis and risk management, leadership and decision-making.
Committee Member (Previous Term)	Director : Bonnie Peng	Possess expertise in telecommunication and journalism communication, and the skills of business management, crisis and risk management, leadership and decision-making.
Committee Member (Current Term)	Independent Director : Ta-Sung Lee	Possesses expertise in electrical engineering and telecommunications, business management, crisis and risk management, as well as leadership and decision-making skills.
Committee Member (Current Term)	Independent Director : Tain-Jy Chen	Possesses expertise in electrical engineering and economics, business management, crisis and risk management, as well as leadership and decision-making skills.

2. Operation of Risk Management and Information Security Committee

Tenure of this term of Risk Management and Information Security Committee: from August 8, 2024 to June 20, 2027

In 2024 and up to the date of the annual report publication, the Company has held 3 (A) Committee meetings, and the attendance status is as follows :

Role & Responsibilities	Name	Times of Attendance (B)	Times of Attendance by Proxy (C)	Actual Percentage of Attendance (%) (B / A)	Note
Convener	Jyuo-Min Shyu	3	0	100%	
Committee Member (Previous Term)	Lawrence Juen-Yee LAU	2	0	100%	Term ended on July 21, 2024, with 2 meetings required to attend.
Committee Member (Previous Term)	Bonnie Peng	2	0	100%	Term ended on July 21, 2024, with 2 meetings required to attend.
Committee Member (Current Term)	Ta-Sung Lee	1	0	100%	Term started from August 8, 2024, with 1 meeting required to attend.
Committee Member (Current Term)	Tain-Jy Chen	1	0	100%	Term started from August 8, 2024, with 1 meeting required to attend.

8. If there's any material information that helps to explain the implementation of corporate governance (i.e. included but not limited to employee rights and interests, employee care, investor relations, supplier relations, stakeholders' rights, Board Directors' training status, implementation status of both risk management policy and risk measurement criteria, implementation status of customer policy, the status of purchase of liability insurance for all Board of Directors and of reporting to the board of members:

8-1 Employee rights and interests:

It has been handled according to the Labor Standards Act and the Personnel Regulations of FET and FET's subsidiaries.

8-2 Employee Care:

The Company always values communication with its employees. The current communication channels include:

Communication Channel

Lantern Legend Meeting(Labor-Management Meetings)	On a quarterly basis, or more frequently where necessary, meetings are held where constructive suggestions which promote organizational harmony, demonstrate core values, and enhance corporate competitiveness, may be raised. This is a joint effort to build a better future for FET.
Employee Conference	The annual all-staff meeting is an event where the Chairman and the President share the achievements of the past year and provide insights into the competitive market landscape. They inspire employees on how to face future challenges together. In addition to reflecting on the past and outlook, the meeting also recognizes the contributions of long-serving employees and publicly honors outstanding team members.
United Employee Welfare Committee Meeting	On a quarterly basis, or more frequently where necessary, the "United Employee Welfare Committee" holds meetings where employee activities are planned out as a way of promoting employee welfare.
Town Hall Communication Conference	The President and executive management team jointly host quarterly town hall meetings to share company's financial and business updates, as well as address topics of employee concerns. The meeting also promotes bilateral communication by allowing participants to raise questions and the President and executives to reply on a real-time basis using digital applications.
Employee Satisfaction Survey	Employee satisfaction surveys are conducted on a regular basis in order to gain a deeper understanding of employees and workplace sentiment for the purpose of continuous organizational improvement.

Electronic Communication Channel

Intranet home page banner	Banners to highlight company's important information in turns in Intranet home page.
Latest News	Latest News in the Intranet conveys the latest company and industry news
e-Express newsletter	e-Express newsletter provides all employees with immediate information and updates.
Human Resource Announcement	Used for delivering human resource related information such as organization change for employee's immediate attentions.
FET Breaking News	It is released every Friday covering events happened during the week. The content ranges from interesting and must-know internal activities, introduction of departments, projects, to employee concerns, helping employees to better understand the Company and the brand spirit.
L&D Monthly e-Newsletter	Provide employees with Learning and Development related hot news in different themes on monthly basis such as recommendation on training courses or tips of MS Office tools.
e-Offer	Provide employees with employee promotion offerings or benefits on the internal web page to increase the exposure of important messages.
Employee Suggestions Web page	Employees may raise any creative proposals or ideas through the intranet.
Complaint Mailbox	Employees may raise issues without proper response and seek assistance through Complaint Mailbox.
Whistleblowing Channel	The Company establishes and publicly announces the whistleblowing e-mail account on the corporate website and the intranet for internal and external parties to report incidents

Internal Communication Meeting : Held regularly, or more frequently where necessary, this is also an important channel to communicate directly and build a good relationship with employees.

8-3 Investor Relations:

Investor Relations (IR) is a strategic management function that integrates corporate finance, communication, marketing, and compliance with securities regulations. Its primary goal is to facilitate effective two-way communication between the company, capital markets, and other stakeholders to achieve a fair market valuation and enhance shareholder value.

FET's dedicated Investor Relations Division (IR) is responsible for engaging with institutional investors and shareholders, addressing stakeholder concerns, and fostering trusted long-term relationships. The IR division serves as a vital link between the equity market and the management team, providing valuable investor insights and professional

recommendations to support long-term strategic planning.

To ensure transparency, the President and CFO host quarterly investor conferences to promptly address investor inquiries and feedback. FET also provides live audio webcasts and on-demand replays of these conferences on its website. Additionally, a dedicated IR email channel facilitates responsive and efficient communication with institutional investors and shareholders.

Over the past four years, FET's IR has been consistently recognized for excellence, earning top honors from Institutional Investor and FinanceAsia, including Best Investor Relations Team and Best Investor Relations Professional in Asia. These achievements reflect the Company's commitment to transparent communication and strong investor engagement.

8-4 Supplier Relations:

The Company considers supplier management as an important part of corporate sustainable risk management. Therefore, in 2014 the Company issued the Supplier Corporate Social Responsibility Guideline. This guideline formally includes the environmental, social and governance (ESG) requirements for members of our supply chain, and is incorporated into the Company's procurement management. Suppliers are also required to sign a Declaration of Business Ethics. To maintain accuracy of the supplier information and effective trading activity, the accounts of vendors that it has not dealt with for more than three years will be freeze. When transactions resume, a credit report, proof of no bounced checks, and the Self-Declaration must be resubmit to ensure that the supplier credit and CSR information is up to date.

Considering that major issues faced by local suppliers focus on environment, health and safety aspects, all contracts explicitly require suppliers to conform to environment, health and safety legislations, such as the "Air Pollution Control Act", "Noise Control Act", "Waste Disposal Act", "Occupational Health and Safety Act", and other relevant laws. Appropriate prevention and control measures must also be implemented. Suppliers must sign the "Contractor Declaration on Occupational Safety, Health and Environmental Protection" and the "Contractor Statement on Environmental Hazards in the Workplace", as well as read through the "Contractor Occupational Health and Safety Management Guidelines". Under the "Regulations for Labor Health and Safety Organization Management and Inspection", contractors are expected to carry out all OSH management and disaster-prevention tasks in order to avoid damaging the health and safety of employees through improper practices. The Company conducts regular supplier evaluations to ensure that they conform to the relevant rules and provide high quality telecom services that benefit environment, society and customers.

In order to enhance supply chain ESG risk management, suppliers participating in any procurement case over NT\$15M shall be passed ESG risk evaluation starting from 2020.

As of the printing date of the annual report in 2024, the Company also completed its ESG risk evaluation for 487 suppliers, which accounted for 92% of the Company's annual procurement amount. There were 14 suppliers identified as high-risk and the Company has implemented improvement measures, focusing on defend Trade Secrets and labor rights and Occupational Health and Safety Management related issues. Suppliers failing to complete improvement will be suspended for any further transaction until improvement completed.

8-5 Rights of Interest-conflicting Parties:

In order to provide investors with transparent and timely information, financial, operational and corporate governance related information can be obtained on the Company's corporate website for investors' reference. Furthermore, concerning the convenience of data accessibility for both foreign and domestic investors, information is provided in Chinese and English on company website.

8-6 Directors and Executive Management Continuing Education Status:

According to the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies" of the Taiwan Stock Exchange Corporation, all directors of the Company complete continuing professional education courses regularly. The training status in last year are as follows:

A. Directors:

Title	Name	Study Date	Sponsoring Organization	Course Name	Training Hours	Accumulated Training Hours
Chairman	Douglas Hsu	2024.07.03	Taiwan Academy of Banking and Finance	Corporate Governance	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	
Vice Chairman	Peter Hsu	2024.07.03	Taiwan Academy of Banking and Finance	Corporate Governance	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	

Title	Name	Study Date	Sponsoring Organization	Course Name	Training Hours	Accumulated Training Hours
Independent Director	Jyuo-Min Shyu	2024.06.12	Taiwan Corporate Governance Association	Challenges and Opportunities of Climate Change.	3	6
		2024.06.13	Independent Director Association Taiwan	Introduction to IFRS Sustainability Disclosure Standards and Sharing of Domestic and International Carbon Neutrality Trends.	3	
Independent Director	Ta-Sung Lee	2024.07.03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3	6
		2024.11.21	The Allied Association for Science Park Industries	Legal Responsibilities and Case Analysis of 'False Transactions' and 'Inaccurate Financial Reports.'	3	
Independent Director	Tain-Jy Chen	2024.09.09	Taiwan Insurance Institute	Corporate Governance Special Lecture (Issue 8 of 2024) - New Trends in Green Finance: Sharing by Renewable Energy Industry Practitioners.	3	6
		2024.11.04	Securities and Futures Institute	Understanding and Content of Corporate ESG Sustainable Governance - Global Net Zero Emission Trends and Corporate Responses.	3	
Independent Director	Chung-Huey Huang	2024.06.13	Securities and Futures Institute	Carbon Credit Trading Mechanism and Carbon Management Applications.	3	12
		2024.06.13	Securities and Futures Institute	Theory and Practical Analysis of Trade Secrets.	3	
		2024.10.16	Taiwan Corporate Governance Association	20th (2024) International Corporate Governance Summit - Focusing on Governance Priorities and Leveraging Talent Advantages.	3	
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	
Director	Chi-Kuo Mao	2024.11.26	Taiwan Academy of Banking and Finance	Information Security Governance	3	6
		2024.12.17	Taiwan Academy of Banking and Finance	Corporate Governance	3	
Director	Champion Lee	2024.07.03	Taiwan Academy of Banking and Finance	Corporate Governance	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	
Director	Jeff Hsu	2024.07.03	Taiwan Academy of Banking and Finance	Corporate Governance	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	
Director	Jiann-Chyuan Wang,	2024.05.28	Taiwan Corporate Governance Association	Global and Taiwan Biopharmaceutical Industry Mergers and Acquisitions Trends.	3	6
		2024.07.03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3	
Director	Bonnie Peng	2024.07.03	Taiwan Academy of Banking and Finance	Corporate Governance	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance	3	

Note: Except for the above mentioned education status, the Company would semi-annually inform all directors of updated Corporate Governance related regulations.

B. Executive Management

Title	Name	Study Date	Sponsoring Organization	Course Name	Training Hours	Accumulated Training Hours
President	Chee Ching	2024.06.11	Taiwan Corporate Governance Association	Corporate Governance and Securities-related regulations.	3	6
		2024.11.27	Taiwan Academy of Banking and Finance	Corporate Governance Forum - From Digital Transformation to AI Empowerment.	3	
CFO	Sharon Lin	2024.06.11	Taiwan Corporate Governance Association	Corporate Governance and Securities-related regulations.	3	6
		2024.09.30	Taiwan Stock Exchange Corporation	Taiwan Capital Market Summit	3	
Corporate Governance Officer	Vivian Lee	2024.05.14	Taiwan Corporate Governance Association	Renewable Energy Certificate System and Green Power Trading Analysis.	3	15
		2024.06.11	Taiwan Corporate Governance Association	Corporate Governance and Securities-related regulations.	3	
		2024.07.03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit	3	
		2024.08.06	Taiwan Stock Exchange Corporation	Sustainability Knowledge Empowerment Advocacy Course - Electronics Industry.	6	

* Except for the above mentioned education status, the Company would monthly inform all management of updated Corporate Governance related regulations.

8-7 The composition, responsibilities, and operations of the Company's Risk Management and Information Security Committee:

The company has formulated risk management policies approved by the board of directors, discloses the scope of risk management, organizational structure, risk management procedures and their operations, and reports to the board of directors at least once a year:

Risk Management Policy and Scope

In order to implement enterprise risk management, the Company refers to the international standard "ISO 31000 Risk Management – Principles and Guidelines" and follows the P-D-C-A model to formulate the "Risk Management Policy" ("The Policy"), which is approved by the Board of Directors on Nov 05, 2018 as the guiding principle for all divisions. The contents of the Policy cover management objectives, organizational structure and responsibilities, risk management procedures and related mechanisms to effectively identify, measure, monitor and control various risks, and manage the risks within an acceptable level. Furthermore, FET reviews with the board on February 15, 2023 and continuously enhances the operation of its risk management mechanisms in accordance with "the Corporate Risk Management Best Practice Principles for TWSE/GTSM Listed Companies" announced by the Taiwan Stock Exchange. To emphasize the management of information security, the Board of Directors approved the renaming of the committee to the "Risk Management and Information Security Committee" (RMSC; the Committee) on May 3, 2024. This change reflects FET's ongoing commitment to information security and the protection of customer privacy.

To achieve the objectives of safeguard company assets, reduce impact on business, maximize business gains, and ensure the sustainability of the company, the Company categories and implements risk management in the following areas: Financial Risk, Strategic and Operational Risk, Information Security Risk, and Environment and Energy Risk. Besides, to achieve comprehensive risk management, the Company has established a multi-level risk management framework that includes: all divisions, the Executive Management Team (EMT), the Risk Management and Information Security Committee (the "RMSC"), and the Board of Directors and Internal Audit, featuring the flexibility of risk management, supervision, as well as risk response, to better control risks in a rapid-changing business environment while achieving the Company's strategic goals.

Risk Management Process

The risk management processes include risk identification, analysis and evaluation, risk treatment, monitoring and review.

Risk Identification : The business units should continuously monitor internal and external environmental changes and consider the impact on stakeholders to identify the risk sources and issues.

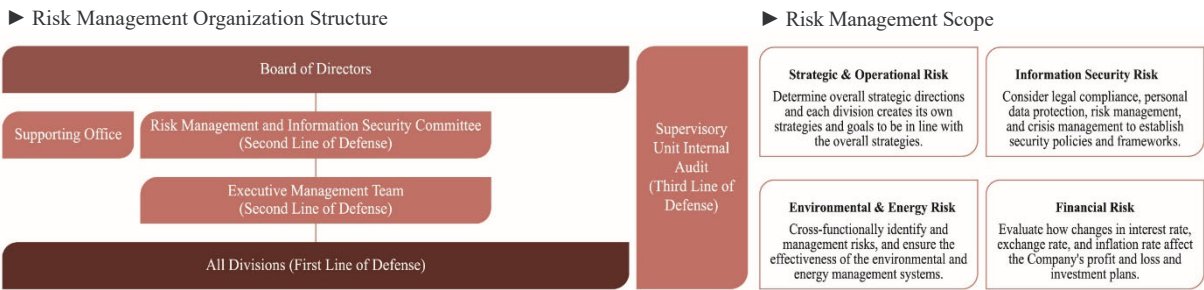
Risk Analysis : The identified risks are analyzed based on their threats, likelihood of occurrence, and impact to determine their risk levels. Evaluating the risks with considering factors such as business nature, scale, complexity, and the opportunity cost of risk, to set the priority for treatment.

Risk Treatment : The business units should prioritize the risks based on the risk assessment results and take appropriate measures and control actions to mitigate and eliminate the risks effectively.

Monitoring and Review : The business unit should establish risk monitoring procedures to continuously observe and regularly submits risk monitoring reports for review and improvement.

The Company’s risk management structure, responsibilities, and management process are illustrated as below:

Organization Structure and Responsibilities



Organization	Responsibility
Board of Directors Highest decision-making unit	• Approve risk management policies and framework. • Ensure the consistency of the operational strategy direction and the Policy. • Supervise the effective operation of the overall risk management mechanism.
Internal Audit supervision unit (Third line of defense)	• Perform Audit. • Report audit results to the Board of Directors.
Risk Management and Information Security Committee (Second line of defense)	• Review policies & framework, risk appetite or tolerance level • Review major risk issues and management report • Review information security and privacy protection strategies, major plans and management effectiveness • Periodically report to the Board
Executive Management Team	• Develop risk policies and framework; set risk tolerance and goals. • Implement the Board’s and the Committee’s decisions. • Allocate resources and manage the overall risks. • Approve the priority of risk control and risk level. • Establish risk management culture.
Supporting Office risk management promotion and execution unit	• Assist the Committee operations. • Assist in the formulation, promotion and training of the Policy. • Regularly review the Company's risk category, coordinate the risk assessment results and report for approval. • Assist in supervising the implementation of business units’ risk management activities and cross-unit coordination and communication. • Periodically compile and report the implementation status of the Company's risk management.
All Divisions (First line of defense)	• Responsible for the identification, evaluation, management, and reporting of daily risks and taking necessary countermeasures. • Monitor risk situations, ensure the effective implementation of control procedures, and make timely reports of risk information to comply with relevant laws, regulations, and corporate policies. • Facilitate and promote relevant policies and regulations.

In addition to the above organizations, if there's risk event, the relevant units shall immediately set up contingency management teams to respond promptly to various risk conditions and communicate with relevant internal and external stakeholders, to ensure compliance with laws and regulations and to minimize potential losses and impacts.

Risk Management Operation Status and Board Report

All divisions of the Company regularly conduct risk assessments based on the materiality principle every year, with consideration of economic, environmental and social aspects of corporate governance issues that may have significant impact on customers, investors and other stakeholders, and develop risk management strategies and plans. For high-risk issues, in addition to regularly reporting the risk status, strengthening management and control plan to the Executive Management Team (EMT), the responsibility units also report to the Risk Management and Information Security Committee (RMSC) for supervision and review. The RMSC reports to the Board at least once a year.

In 2024, the supporting office has consolidated all divisions' risks assessment results, reported to and get approved by the Executive Management Team (EMT). In addition, the Risk Management and Information Security Committee (RMSC) has held three meetings on May 02, May 17 and Sep. 13, 2024, reporting and reviewing major risk issues of data breach and energy management risks, including major threat analysis, risk response countermeasures and implementation status. The Company has also reported to the board of directors on November 07, 2024 about the status of risk management and supervision.

Besides, risk management relies on the joint efforts of all employees. According to FET Risk Management Policy, to enhance the staffs' risk management capabilities, and internalize the corporate culture, the relevant units need to regularly promote or arrange trainings. In 2024, FET communicates risk management objectives, policies, risk management processes and principles to all employees through training courses, promotional messages, corporate intranet/websites. The company-wide trainings including "Preventing Insider Trading", "Integrity Management, Business Ethics Code, and Anti-Corruption Advocacy", "Workplace Health and Safety", and "Defense Against Social Engineering Attacks", etc., to constantly enhance the corporate risk culture. design innovative forms of activities, including computer login pop-up screen design, etc., to increase the attention and promote risk awareness throughout the company.

8-8 Implementation of Customer Policies:

FET holds to a vision that "FET Connects You and Your World, Enriches Your Life and Protects Our Earth", striving to provide ever better customer service. The FET stores and customer service center have established service and quality management mechanisms, using customer satisfaction surveys that seek to understand customers' experiences and feedback. In addition, review meetings are regularly held to review service quality, with the aim to ensure that customers consistently receive a high quality of service.

The FET market research team tracks satisfaction levels of various products and services via regular customer surveys, and implements projects to understand customer behavior, with the aim to provide consumers a thoughtful service and keep increasing our customer loyalty.

8-9 Purchase of liability insurance for all Board of Directors and reporting to the board:

The Company's Directors provide professional and objective opinions from their varied professional fields, facilitating the decision making in the best interest of the Company and shareholders. To protect Directors from individual liability and financial loss brought by third party lawsuits, while conducting Directors' duties, the Company purchased liability insurance for all Directors after the Board was re-elected in June 2015. The insurance coverage is US\$10 million; latest insured period from June 18, 2024 to June 18, 2025. It has been reported to the 2nd meeting of the 10th term Board of directors after renewal of insurance policy in accordance with "Corporate Governance Best Practice Principles" in August 8, 2024.

8-10 For those staffs who work to create transparency in the Company's financial affairs, relevant licenses and certification obtained from professional authorities are shown:

Name of Certification	Department	Number of People
R.O.C. CPA	Finance & Facility Services, Internal Audit	5
U.S.A. CPA	Finance & Facility Services, Internal Audit	3
ISO27001 Lead Auditor	Corporate Information Security Office, Finance & Facility Services, Information & Digital Transformation Technology, Enterprise & Carrier BU, Channel & Merchandise Sales, Network Technologies & Operations, Legal & Procurement, Corporate Operations Services	137
BS10012 Lead Auditor	Corporate Information Security Office, Information & Digital Transformation Technology, Channel & Merchandise Sales, Consumer Telecom Products & Entertainment	9
Debt-Collection Personnel's proficiency test held by Taiwan Academy of Banking and Finance	Legal & Procurement, Corporate Operations Services	120
Stock Personnel's Proficiency Test held by Securities and Futures Institute	Finance & Facility Services	3
Bond Personnel's Proficiency Test held by Securities and Futures Institute	Finance & Facility Services	1
Corporate governance Test held by Securities and Futures Institute	Finance & Facility Services	1
Basic Test on Sustainable Development held by Taiwan Academy of Banking and Finance	Corporate Communications & Social Responsibility	1
iPAS Net Zero Carbon Planning Manager held by Ministry of Economic Affairs	Corporate Communications & Social Responsibility, Finance & Facility Services	4

9 Base on the result of" Corporate governance Evaluation" announced by TWSE (Taiwan Stock Exchange Corporation) in a recent year to illustrate the status of matters have been already improved and priority measures to reinforce matters haven't been improved:

The result of the 2023 "Corporate Governance Evaluation" conducted by Taiwan Stock Exchange Corporation, the company was ranked top 5% of listed company. The company has been ranked top 5% of the best listed companies for 10 consecutive years.

The improvement status in 2024 are as follows: The number of independent directors shall not be less than one-third of the number of directors from the next session (10th session) of the board of directors.

10. Does the Company establish intellectual property management plans linked to its operational goals and disclose the implementation results at its corporate website or annual report as well as report to the Board at least once every year?

Strategy for Intellectual Property: The Company continues to enhance its operational goals in 5G business, restart the telecom business, and innovate and lead in New Economy services with excellence. With the consideration of the business development, the Company has established the required methods of application, management and maintenance procedures to protect its intellectual property rights.

Management System for Intellectual Property: The Company has established the regulations such as "Application and Maintenance standard operating procedures for Patent" and "Application and Maintenance standard operating procedures for trademark". The legal unit is responsible for ensuring the quality of the application, increasing the probability of obtaining the patent or trademark, the following maintenance, and controlling the relevant cost. The Company has completed an annual evaluation of the practical and effectiveness of the two regulations mentioned above and the results show that the actual practices are consistent with the relevant regulations. The Company, in line with the digital transformation policy, completed the eIPR system for patent and trademark separately in Q1 and Q3, 2021 turning the management process from manual process into electronic process. Based on the establishment of these systems and procedures, the Company systemized the patent and trademark application, maintenance, and renewal, as well as the use of the official seal and data filing to make the procedures paperless. through eIPR system and the electronic application procedure of official seal in Q1, 2023. After reviewing the operation status of the Standard Operating Procedures, the "Application and Maintenance Standard Operating Procedures for Patent" and "Application and Maintenance Standard Operating Procedures for Trademark" have been revised in 2024 in order to fully implement the Company's internal controls.

Trade secrets: The Company also signed a non-disclosure agreement with each employee to regulate that all the work completed by that employee within the scope of employment shall irrevocably transfer all the rights, including but not limited to copyright or related intellectual property right to the Company.

Potential risks and countermeasures: Based on the development goals and strategy, the Company still has plenty need on commercial design, advertising, and licensing the Company's trademark to other cooperators; the need of purchasing the software programming, and hardware or software for the required system establishment; for developing new economy, the Company has also developed the home grown solutions to increase Company's competitiveness. Thus, the Company has set up a standard clause for contracts which involve intellectual property right, and the context includes the rights and obligations of the relevant copyright, patent, trademark and other intellectual property right, and licensing to third party or obtaining third party's licensing (if needed) and the violation effects. With this, the Company could achieve ex ante and ex post risk management.

List of Intellectual Property

2024/12/31

Intellectual Property right (Included domestic and foreign)		Number
Patent	Valid and effective	88
	Under Application	28
trademark	Valid and effective	385
	Under Application	13

Reporting to the Board: Implementation status is reported to the Board regularly (at least once a year). It was reported in the 3rd meeting of the 10th-term Board on November 7, 2024.

3-4. The Composition, Duties, and Operation of the Remuneration Committee:

(A) Information of the Remuneration Committee Members

2025/2/28

Roll	Name	Condition	Experience and professional qualification	Independence	No. of Public companies in which he/she serves as Remuneration Committee Member
Independent Director & Convener	Ta-Sung Lee		Please refer to "Chapter II Corporate Governance Report /1-4. Directors' Professional Qualifications, Independence Status and Diversity Policy for Board Members/ (1) Directors' Professional Qualifications and Independence Status.		None
Independent Director	Jyuo-Min Shyu				2
Independent Director	Chung-Huey Huang				1

(B) Functions, Annual Work Focus and Implementation Status of the Remuneration Committee:

Functions:

1. Formulating and regularly reviewing the performance evaluation of the Board of Directors and managers in conjunction with the remuneration policies, systems, standards, and structure.
2. Regularly evaluating and determining the remunerations of the Directors and manager. Implementation Status:

Operation of the Remuneration Committee:

- There are currently three members on the Remuneration Committee.
- Term of the current committee members: August 8, 2024, to June 20, 2027. From 2024 till now, the remuneration Committee meetings have been held 3 times (A), with the attendance status listed below:

Title	Name	Times of Attendance (B)	Times of Attendance by Proxy	Actual Percentage of Attendance (%) (B/A)	Remark
Convener (the 5th term)	Lawrence Juen-Yee LAU	2	0	100%	This is the Convener of the 5th term of the Remuneration Committee of the Company. The expiration of the term is June 21, 2024, shall be presented twice.
Convener (the 6th term)	Ta-Sung Lee	3	0	100%	This is the member of the 5th term of the Remuneration Committee of the Company, who was elected again and as the Convener of the 6th term of the Committee, shall be presented 3 times.
Committee member	Joann Chang	2	0	100%	This is the member of the 5th term of the Remuneration Committee of the Company. The expiration of the term is June 21, 2024, shall be presented twice.
Committee member	Jyuo-Min Shyu	1	0	100%	This is the member of the 6th term of the Remuneration Committee of the Company, who was elected on August 8, 2024. shall be presented once.
Committee member	Chung-Huey Huang	1	0	100%	This is the member of the 6th term of the Remuneration Committee of the Company, who was elected on August 8, 2024. shall be presented once.

Instances where discussion and results of resolution of the remuneration committee and the response to members' opinion:

Remuneration Committee	Mater to be discussed	Resolution
The 5 th meeting of the 5 th term. 2024.02.21	The 2023 directors' and employees' compensation of the Company	Approved by all attending members without objection.
The 6 th meeting of the 5 th term 2024.05.02	1. The appointment of Vice President and above 2. 2024 Corporate Performance Incentive Plan	Approved by all attending members without objection.
The 1 st meeting of the 6 th term 2025.02.19	1. The 2024 directors' and employees' compensation of the Company. 2. The appointment of Vice President and above. 3. The issuance of Employee Restricted Stock Awards for Year 2025.	Approved by all attending members without objection.

Other matters of importance:

- In instances where recommendations of the Remuneration Committee faced objections by the Board of Directors, or were subject to qualified opinions, then the date(s) of meetings, sessions, and contents of motions shall be specified, as shall be the Board resolutions and actions taken concerning the Committee's opinions. (E.g., if the remuneration level resolved to in the Board meeting exceeds the one recommended by the Committee, the difference and reasons for the difference shall be specified.): None.
- In instances where resolutions of the remuneration committee were objected to by members, or subject to qualified opinion and recorded or declared in writing (where date of meetings, sessions, contents of motions, all members' opinion and the response to members' opinion are specified): None.
- Does the member of the Company's Remuneration Committee at least present twice a year? Does the committee regularly discuss the performance assessments of directors and managerial officers as well as the policy, system, standard and structure of compensation: Yes, according to the above annual work priorities.

3-5.Implementation of Sustainable development and the Corporate Governance

Implementation of “Sustainable Development” and Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons:

Evaluation Criteria	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Illustration	
1.Does the Company establish a governance framework for the promotion of sustainable developments, and set up a full- (or part-) time unit for the promotion of sustainable developments and have the Board authorizing senior management to be in charge, and how does the Board supervise the operation?	V		In 2011, the Company established the "FET CSR Committee" (renamed "ESG Committee" in 2022), which serves as the highest supervising unit for sustainable governance and strategic planning. The Chairman of the Board of Directors serves as the committee chair, the president serves as the CEO, and Executive Management Team (EMT) serves as the convener of the task groups across business groups, supervising representatives from all units. Also, FET has established a dedicated unit, "PR and Corporate Sustainability Division," holding accountable for the mapping and execution of sustainable development policies, systems, and relevant management guidelines. FET also established the "Chief Sustainability Officer" to reinforce the management of sustainable development. FET ESG Committee holds quarterly meetings, reports the progress of sustainability goals and action plan results, and conducts the tracking and proposal discussion on material issues. A total of 4 meetings were held by the Committee in 2024. In addition, FET regularly reports relevant decisions and performance to the Board. At the 2nd meeting of the 10th term Board of Directors on August 8, 2024, FET's report included: 1. important sustainability matters of the Company and 2. the 2023 Sustainability Reports. Additionally, at the board meetings on May 3 and November 7, 2024, FET reported the recent specific performance of corporate sustainability and communication with stakeholders. Besides regularly listening to the results of sustainable implementation, the board of directors also supervises and reviews the management team's adjustment of goals and management policies when necessary.	
2.Does the Company follow materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy and have the Board supervising the promotion of sustainable developments?	V		In order to implement enterprise risk management, the Company refers to the framework of the international standard "ISO 31000 Risk Management – Principles and Guidelines" and formulates "Risk Management Policy" ("The Policy") in accordance with the P-D-C-A model. The Policy has been approved by the board of directors as the guiding principle for all divisions to follow. The Scope of risk assessment is only the Company. All divisions conduct risk assessments annually and regularly based on the materiality principle, with consideration of economic, environmental and social aspects of corporate governance issues that have significant impact on customers, investors and other stakeholders, and formulate risk management strategies and plans. In addition, the implementation results of sustainable development are presented at regular intervals to the board of directors annually. The results of 2024 have been report to 2nd meeting of the 10th term Board of Directors on August 8, 2024. Additionally, at the 3rd meeting of the 10th board of directors on November 7, 2024, FET reported on its participation in the global mobile communications organization 3GPP to jointly promote communication standard agreements, establish a cybersecurity defense mechanism, reduce cybersecurity risks, and advance the achievements in information security and privacy protection. More details about risk assessment, please refers to Annex 1.	No Difference.
3. Environmental issues 3-1 Does the Company establish appropriate environmental management systems based on its industrial characteristics?	V		The Company is well aware of the potential risks and opportunities of our enterprise operations on the environment and energy consumption. Therefore, we have established an Energy and Environmental Management System to provide useful resources from the perspective of the telecommunication life cycle. We have collaborated with business partners, suppliers and contractors while continuing to improve energy efficiency, promote pollution prevention, decrease greenhouse gas emissions as well as continuing to improve energy performance to mitigate and adapt to climate change. The Company formed the Energy Management Committee to enforce effective internal energy management. In addition, FET began to progressively introduce the ISO International Management System to support the creation of practical, effective, and easy-to-use energy management mechanisms and frameworks. FET also defined the Environment & Energy Policy accordingly as a means to encourage customers, suppliers, contractors, key business partners and Mergers and Acquisitions (M&A). These are used to govern energy management practices at all business sites, promote energy-saving action plans, to audit, and help verifying actual performances. 1. Environmental Management Policy The Company had drafted the “FET Environment and Energy Policy”, “Policy Statement on the Management of Greenhouse Gases”, and “Net Zero Emissions Strategy”. They are guidelines on the management of various environmental impacts to improve energy conservation and energy efficiency at different stages of the telecommunications industry service life cycle, thereby seeking to mitigate and adapt to climate change. (1) Environment & Energy Policy FET is well aware of the potential risks and opportunities our business operations may bring upon the environment and energy consumption. Therefore, through various innovative applications and intelligent core technologies, we conduct environmental due diligence on key business partners and M&A targets. We work with multiple stakeholders such as customers, shareholders, employees, and suppliers to jointly implement the following specific environmental and energy sustainability commitments. To view FET's Environment and Energy Policy, please visit: https://corporate.fetnet.net/content/corp/tw/CSR/EnvironmentalSustainability/EcoCSR.html (2) Net Zero Emissions Strategy FET's medium and long-term carbon reduction strategies center on three aspects: smart energy conservation, use of renewable energy, and energy storage. Coupled with the Company's core competencies, the carbon reduction strategies go in line with the	

Evaluation Criteria	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons															
	Yes	No	Illustration																
			government policies on energy transformation and electricity industry reforms. These strategies are aimed at business opportunities arising from energy conservation technologies, energy storage, smart grid and smart meter as well as system integration. For more details, please visit FET’s official website: https://corporate.fetnet.net/content/corp/en/CSR/EnvironmentalSustainability/EcoValue.html 2. Environment and Energy Management Committee The Company established an Environment and Energy Management Committee chaired by the CFO. Members include the heads of different departments where quarterly meetings are convened to discuss energy- and environment-related targets and performances. FET also established the Environment and Energy Management Policy, which comprises management policies over energy and environment, GHG reductions, and responses to climate change. For more details, please visit FET’s official website: https://corporate.fetnet.net/content/corp/en/CSR/EnvironmentalSustainability/EcoCSR.html 3. Environmental Management System The Company complies with relevant energy and environmental regulations(the Waste Disposal Law, Indoor Air Quality Management Law, Drinking Water Management Regulations, Drinking Water Quality Standards, Water Pollution Prevention and Control Law, Noise Control Standards and Energy Management Law, etc. For a long time, FET has also adopted long-term implementation of ISO 14001 Environmental Management, ISO 50001 Energy Management, and ISO 14064-1 Greenhouse Gas Inventory, in 2023, the ISO46001 water management system was introduced for the first time, and undergoes external verification every year. The scope of the ISO certifications is: (1)ISO50001 (Energy Management System): FET, NCIC, & KGEx. (2)ISO14001 (Environmental Management System) : FET, NCIC, & KGEx. (3)ISO14064-1 (Greenhouse Gas): FET and all the subsidiaries. (4) ISO460001 (Water Management System): FET																
3-2 Does the Company devote to improving the utilization rate of various energy resources and usage of recyclable materials to minimize its impact on the environment?	V		Based on the “Green and Environmentally friendly Network Construction Long-Term Plan”, we have centered on energy conservation and carbon reduction. The plan involves a phased approach to executing energy-saving and carbon-reduction initiatives across our operational network, aiming to minimize the impact on the environment and ecology. Achievements for the fiscal year 2024 are as follows 1. Complete sunset of 3G network: With a new voice generation importing around VoLTE calls, this not only provides customers with clearer quality call but also contributes to energy efficiency. 2. Equipment Redeployment: By FET and APT merging and dismantling over 6,000 APT L700 base stations, we redeployed the decommissioned radio equipment into network construction, the initiative has enhanced customer experience while minimizing redundant capital expenditure. 3.Introducing 5G AI Deep Sleep Feature FNI execution and further improving 5G power consumption efficiency, a total of more than 5,000 Cells were invested. 4.Office and computer room areas have introduced innovative technology and high-efficiency equipment to improve energy efficiency. The main measures include effective energy management and electricity efficiency improvement. These efforts have involved the replacement of high-efficiency LED lighting equipment (which saves more than 50% electricity), upgrading air conditioning equipment and precision control operation management, achieved power saving 1.273 million watt-hours (MWh), resulting in a total reduction of carbon emissions by 631 metric tons. 5.The store has upgraded to high-efficiency CSPF1-rated air conditioning equipment and LED lighting fixtures, achieving a savings of 623,000 kWh of electricity and reduced carbon emissions by 308 metric tons. 6.In 2024, we received recognition with the following six awards. (1)“Taipei City Zero Carbon Benchmark Award - Model Award” by Taipei city government. (2)“Energy Conservation Benchmark Award Silver Prize” by Ministry of Economic Affairs (3)“Climate Leadership Award” in the Environmental Sustainability Category by TCSA (4) Neihu HQ Awarded the ‘Level 1+ Near Zero Carbon Building’ / ‘Diamond Level Green Building’ Certificates (5) "ESG Excellence in Sustainability Award" by British Standards (BSI) in 2024. (6) World Magazine World Sustainable Citizen Award (2nd place) - No. 1 in the telecommunications industry 7. Low Carbon Operation –Strategic Objectives and Performance <table><tr><th>Item</th><th>2024 Goals (Note 1)</th><th>Performance (Note 2)</th></tr><tr><td>Annual office power consumption EUI per ping</td><td>-9.45%</td><td>Not Achieved -9.17%</td></tr><tr><td>IDC average power efficiency PUE</td><td>-5.11%</td><td>Not Achieved -2.62%</td></tr><tr><td>Average power consumption from FET directly-operated stores</td><td>-15.83%</td><td>Achieved -21.89%</td></tr><tr><td>The proportion of renewable energy in total electricity consumption</td><td>1.6%</td><td>Achieved 2.5%</td></tr></table> Note 1: The goal for the year 2024 does not include the figures for APT. Note 2: The actual achievement for the year 2024 includes the figures for APT. If excluding the APT figures, the Annual office power consumption EUI per ping is -9.71% (achieved), and the IDC average power efficiency PUE is -4.28% (not achieved).	Item	2024 Goals (Note 1)	Performance (Note 2)	Annual office power consumption EUI per ping	-9.45%	Not Achieved -9.17%	IDC average power efficiency PUE	-5.11%	Not Achieved -2.62%	Average power consumption from FET directly-operated stores	-15.83%	Achieved -21.89%	The proportion of renewable energy in total electricity consumption	1.6%	Achieved 2.5%	No Difference.
Item	2024 Goals (Note 1)	Performance (Note 2)																	
Annual office power consumption EUI per ping	-9.45%	Not Achieved -9.17%																	
IDC average power efficiency PUE	-5.11%	Not Achieved -2.62%																	
Average power consumption from FET directly-operated stores	-15.83%	Achieved -21.89%																	
The proportion of renewable energy in total electricity consumption	1.6%	Achieved 2.5%																	

Evaluation Criteria	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons																
	Yes	No	Illustration																	
3-3 If internal carbon pricing is used as a planning tool, the basis for price setting should be explained to estimate the impact of climate change on the company’s financial and business operations. Does the Company achieve ISO 14001 and ISO50001 or other similar verification of Environment or Energy Monitoring System?	V		Energy Management Plan: The company is committed to implementing energy-saving and efficiency improvements at all stages of the telecommunications service lifecycle. We have adopted the ISO50001 energy management system and undergo external verification annually. We maintain the effective operation of the system, continuously improve energy use efficiency, manage and promote various energy-saving measures, and establish the Company’s environmental and energy policy and the "Greenhouse Gas Management Policy Statement" as guidelines for managing various environmental impacts. Our company has set science-based reduction targets (Science-based Target) to respond to the global goal of keeping temperature rise within 1.5°C, aiming to achieve net-zero emissions by 2048. Additionally, our company has officially announced joining the international renewable energy initiative RE100, with the goal of using renewable energy in all offices, stores, and main data centers by 2030, and achieving 100% renewable energy use company-wide by 2040. Furthermore, we will gradually increase the capacity of renewable energy installations and purchase renewable energy to implement energy transition. In 2024, approximately 17 million kWh of renewable energy (solar power) were obtained through both self-build and external purchases, actively pursuing the goal of green operations. Environmental Management System: The company has formulated environmental and energy policies in accordance with various environmental regulations set by the Ministry of Environment (such as the Waste Disposal Act, Indoor Air Quality Management Act, Water Pollution Control Act, etc.), which have been approved by the board of directors. We have adopted the ISO14001 environmental management system, established environmental and energy management methods, and related standard operating procedures and guidelines, and continuously undergo external verification to ensure the effective operation of the system. In 2024, we promoted and completed 13 action plans, with major achievements including a 4% increase in waste recycling rate, a 13.8% reduction in per capita waste, effective control of water usage, completion of key infrastructure scenario simulations, establishment of a greenhouse gas management platform, passing the SBT net-zero mid-term target adjustment and long-term target setting, achieving an 80.25% response rate for the ESG sustainability risk self-assessment questionnaire from 400 major suppliers, an 86% usage rate of electronic bills, and assisting Academia Sinica in establishing a national ecological database, continuously improving our company’s environmental management performance and fulfilling corporate social responsibility. For more details on the Environmental Management Policy, please visit the the Company’s website: https://corporate.fetnet.net/content/corp/en/CSR/EnvironmentalSustainability/EcoCSR.html In February 2025, our company passed the ISO50001 energy management system, and in March, we passed the external verification of the ISO14001 environmental management system and the ISO14064-1 carbon inventory external verification. <table><tr><th>Item</th><th>ISO50001</th><th>ISO14001</th><th>ISO14064-1</th></tr><tr><td>Organization</td><td>BSI</td><td>BSI</td><td>BSI</td></tr><tr><td>Valid period</td><td>2024/2/24 - 2027/2/23</td><td>2023/5/7 - 2026/5/6</td><td>One year (Note)</td></tr><tr><td>Certified Date</td><td>2025/2</td><td>2025/3</td><td>2025/3</td></tr></table> Note: ISO14064-1 is conducted every year to inventory greenhouse gas emissions throughout the previous year. The Company obtained the ISO14064-1 verification in March 2025.	Item	ISO50001	ISO14001	ISO14064-1	Organization	BSI	BSI	BSI	Valid period	2024/2/24 - 2027/2/23	2023/5/7 - 2026/5/6	One year (Note)	Certified Date	2025/2	2025/3	2025/3	No Difference.
Item	ISO50001	ISO14001	ISO14064-1																	
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Certified Date	2025/2	2025/3	2025/3																	
3-4 Does the company assess the potential risks and opportunities of climate change on its current and future operations, and taken measures to address climate-related issues? Does the company follow the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework to disclose information on the governance, strategy, risk management, metrics, and targets related to climate-related risks and opportunities?	V		The Company continues to focus on and respond to climate change and energy-related issues proactively. Combined with the company’s core business, these involve promoting environmental and energy strategies, such as introducing science-based carbon emissions reduction targets and introducing Recommendations of Task Force on Climate-Related Financial Disclosures (TCFD). The two strategies guide and identify key climate risks and FET management with a focus on corporate governance, strategy, risk management, indicators, and targets. FET has identified potential climate change risks while also evaluating the processes and scale of financial impacts related to those risks and related countermeasures. The risk identification process consists of the following steps: 1. Establishing a risk list 2. Identifying and prioritizing risks 3. Confirming key risks 4. Taking inventory of response strategies and subsequent management At the same time, FET fulfills the environmental responsibility of the telecommunications industry with responsible products and quality communication infrastructures. For details, please visit FET’s official website and check out its sustainability report: https://corporate.fetnet.net/content/corp/en/CSR/EnvironmentalSustainability/climatestrategy.html https://corporate.fetnet.net/content/corp/en/CSR/ReportDownload.html For details on the potential risks and opportunities imposed by climate change on corporations and how to adopt response measures associated with climate issues, please refer to Annex 2.																	
3-5 Does the company calculate its annual greenhouse gas emissions, water usage, and total waste in the past two years, and implemented policies to conserve			The Company has formulated “Environment & Energy Policy” and “Net Zero Emissions Strategy”. For more details, please refer to “Chapter II Corporate Governance Report/3-5. Implementation of Sustainable development and Corporate Governance /3. Environmental issues/3-1 Does the Company establish appropriate environmental management systems based on its industrial characteristics?” Or visit our official website: https://corporate.fetnet.net/content/corp/en/CSR/EnvironmentalSustainability/EcoCSR.html The relevant environmental statistics are as follows:																	

Evaluation Criteria	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons																				
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energy, reduce carbon emissions, decrease water usage, or manage other types of waste? These policies should include reduction targets, action plans, and progress reports?	V		<table><tr><th>Item</th><th>2023</th><th>2024</th><th>Coverage</th></tr><tr><td>GHG emissions Scope 1 (Tonnes of CO₂e)</td><td>7,115.6526</td><td>5,518.2602</td><td rowspan="5">FET and all subsidiaries.</td></tr><tr><td>GHG emissions Scope 2 (Tonnes of CO₂e)</td><td>332,874.7498</td><td>289,934.3723</td></tr><tr><td>GHG emissions Scope 3 (Tonnes of CO₂e)</td><td>405,206.9054</td><td>342,396.9202</td></tr><tr><td>Water consumption (Degree)</td><td>290,679</td><td>310,013</td></tr><tr><td>Total weight of general waste (Tons)</td><td>284.94</td><td>285.15</td></tr></table>	Item	2023	2024	Coverage	GHG emissions Scope 1 (Tonnes of CO ₂ e)	7,115.6526	5,518.2602	FET and all subsidiaries.	GHG emissions Scope 2 (Tonnes of CO ₂ e)	332,874.7498	289,934.3723	GHG emissions Scope 3 (Tonnes of CO ₂ e)	405,206.9054	342,396.9202	Water consumption (Degree)	290,679	310,013	Total weight of general waste (Tons)	284.94	285.15	No Difference.
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		External assurance: (1) For the year 2023 and 2024, FET and its consolidated subsidiaries completed greenhouse gas inventories, which were externally verified according to ISO14064-1 in March 2024 and March 2025, respectively. (2) In the year 2023, the water consumption and total weight of general waste of FET and all subsidiaries (APT excluded) were certified by United Certified Public Accountants Management Consulting Co., Ltd. In the year 2024, the water consumption and total weight of general waste of FET (including APT) and its consolidated subsidiaries, were certified by United Certified Public Accountants Management Consulting Co., Ltd.																						
		Reduction Targets / Action Items / Performance																						
		<table><tr><th>Item</th><th>2024 Goals</th><th>Performance</th><th>Action Items</th><th>Reduction Target</th></tr><tr><td>GHG emissions</td><td>-5%</td><td>-20.95%</td><td>- Energy conservation activities were facilitated. - Facility operation management and temperature control management were implemented. - Digital projects such as e-bill and e-forms are continuously to be promoted. - The store's energy management system has been upgraded to include enhanced energy equipment control capabilities, resulting in energy-saving benefits."</td><td>Scope 1 and Scope 2: Emission amount in 2025 decreases 24.5% compared to the base year (2021).</td></tr><tr><td>Water Consumption</td><td>-1%</td><td>+6.65%</td><td>-Water resource control and improved water efficiency were implemented (including strengthening water-saving promotions, replacing water-saving equipment, checking water leakages of water equipment, operation management and so on)</td><td>The water consumption reduces by 1% in 2025.</td></tr><tr><td>General Waste</td><td>0%</td><td>+0.07%</td><td>- The promotion and implementation of waste sorting and recycling within the company were strongly put forward and various promotional activities (such as Green Festival) were carried out in order to raise employees' awareness on environmental protection and increase participatory willingness.</td><td>The recycling rate increased by 2% compared to the previous year.</td></tr></table>	Item	2024 Goals	Performance	Action Items	Reduction Target	GHG emissions	-5%	-20.95%	- Energy conservation activities were facilitated. - Facility operation management and temperature control management were implemented. - Digital projects such as e-bill and e-forms are continuously to be promoted. - The store's energy management system has been upgraded to include enhanced energy equipment control capabilities, resulting in energy-saving benefits."	Scope 1 and Scope 2: Emission amount in 2025 decreases 24.5% compared to the base year (2021).	Water Consumption	-1%	+6.65%	-Water resource control and improved water efficiency were implemented (including strengthening water-saving promotions, replacing water-saving equipment, checking water leakages of water equipment, operation management and so on)	The water consumption reduces by 1% in 2025.	General Waste	0%	+0.07%	- The promotion and implementation of waste sorting and recycling within the company were strongly put forward and various promotional activities (such as Green Festival) were carried out in order to raise employees' awareness on environmental protection and increase participatory willingness.	The recycling rate increased by 2% compared to the previous year.		
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Note: The targets for water consumption and general waste for the year 2024 were set excluding the values for APT and the newly added subsidiary, Field Delivery Service Co., Ltd. (FDS). The achievement status for the year 2024 includes the values for APT and FDS. Due to the increased coverage, the reduction targets were not met.																								
4. Social issues	V		The Company has complied with all relevant labor regulations with regards to employees. And has also convened labor-management meetings to ensure that any additional or changed affairs that affect employees’ rights would be made only when both parties go through the sufficient and full communication. The Company has also set up dedicated channels for employees to file complaints as a way of safeguarding their rights. FET has established a “Human Rights Commitment and Policy” to uphold the basic human rights of employees, follow relevant labor laws and regulations, and support and voluntarily comply with international human rights treaties, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. We would stop any acts that infringe upon or violate human rights and conduct internal investigations, such as due diligence and risk assessments, in accordance with the guidelines and principles of the aforementioned laws and regulations. We aim to enhance the human rights awareness of our employees and stakeholders. In 2024, a totally of 324 human right related training courses were held, including compliance, labor safety, information and technology security, and health management topics were conducted with 54,092 participants and 37,552 hours. Please visit FET’s official web site for more information. https://corporate.fetnet.net/content/corp/en/CSR/Engagement/Humanrights.html																					
4-1 Does the company formulate management policies and procedures which are in accordance with the relevant internationally recognized principles and human rights policies based on International Bill of Human Rights and management plans at its corporate website and in the annual report?																								

Evaluation Criteria	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Illustration	
4-2 Does the Company establish and adopt reasonable employee welfare measures (e.g. bonuses and salaries, leaves, and other benefits), and develop policies to have employee bonuses and salaries adequately reflect its operation performance or results?	V		The Company has established and adopted reasonable employee welfare measures (e.g. bonuses and salaries, leaves, and other benefits) and have employee bonuses and salaries adequately reflect its operational performance as follows. Superior to Mandated Benefits • Employees have multiple options for health assessments: once a year for the age over 45, and biennial for age below 45. • Five days of paid sick leaves. • Maternity leave, Paternity leaves and leaves for pregnancy checkups which are superior to what is required under the Labor Standards Act. • Paid maternity leaves for miscarriage, excluded from sick leaves. • Nutritional allowance for pregnant women, childbirth subsidy and childcare allowance, NT\$10,000 per year for raising children under the age of 6. • One day of paid employee health or family care leave. • Two days of paid volunteer work leave annually, encouraging employees to participate in company-planned public welfare activities. Employee Benefits • Employee group insurance scheme: Including term life insurance, accident insurance, accidental medical cover, hospital expenses, cancer, etc. • Pension: Retirement policy is formulated in compliance with the Labor Standards Act to provide post-employment benefits to employees. • Mobile phone and monthly bill subsidies. • Working from Home scheme: Depending on the work nature, employees can apply for working from home upon management approval. • Employee Stock Ownership Trust: Subsidizing employee to purchase stock of the Company for talent retention, and profit sharing of the Company with employee. For details, please visit FET website: https://corporate.fetnet.net/content/corp/en/CSR/Engagement/WelfareAndArchivement.html For specific details and implementation of the Company's retirement system, please refer to Chapter V. Operational Highlights/5. Labor Relations/ (2) Retirement of the annual report. Employee Compensation • The articles 26 of incorporation of the Company stipulates “if there is profit for the current year, the Company shall set aside 1%~2% of it as compensation for employees. The article is disclosed on the FET official website at: https://corporate.fetnet.net/content/corp/tw/CSR/Governance/RegulationRule.html • The employees' compensation is according to company bonus regulations. The Company distributes bonuses based on the Company's operational objective achievement status and individual performance results, including year-end bonus, goal achievement bonus, and sales bonus, and special performance bonus, etc. The Company's objectives include financial indicators (such as revenue, new economy revenue, net income achievement rate) and non-financial indicators (such as NPS). The bonus distribution is highly related to the Company's operating performance. Concurrently, it is also tied in with individual performance and high-performing employees are given higher compensation, thereby formulating a corporate culture of high performance. Besides, the Company also provides annual bonus, performance incentives, sales incentives, and special performance bonuses. FET never discriminates against gender at the starting pay of each position, and all compensations are higher than the minimum wages stipulated by the government. Average pay for women and men are also equal across all positions. Development and implementation status of workplace diversity and gender equality policies FET has a “Zero Workplace Discrimination and Harassment Policy” and strives to build a diverse, inclusive, and equal working environment for men and women, and provides equal opportunities for recruitment and career development across genders, with a total of 47.0% of female employees. Also, FET achieves the goal of female supervisors not less 30% of all supervisors. Compensations, bonuses, and promotions of employees are fully determined by individual competencies and performance and are not affected by factors such as nationality, ethnicity, age, gender, marital status, sexual orientation, physical and mental conditions, beliefs, or political status. FET has also established the “Sexual Harassment Grievance Committee” and a complaint process that includes employee complaint mailboxes. In 2024, there was one complaint, and corrective actions, punishments, as well as subsequent remedial and preventive measures were implemented for the personnel involved. Additionally, there were no incidents of discrimination reported in 2024. Please visit FET's official website for more information. https://corporate.fetnet.net/content/corp/en/CSR/Engagement/Diversity.html https://corporate.fetnet.net/content/corp/en/CSR/ReportDownload.html	No Difference.
4-3 Does the Company provide a safe and healthy working environment for employees and implement health and safety education regularly?	V		The Company dedicate to provide its employees with a safety and health workplace, and regularly holds safety and health education and training sessions for its employees. 1. The Company has established a 「Labor Safety and Health Office」 (OSH) to formulate, plan, promote, and monitor occupational safety and health related affairs, 2. Labor Safety and Health Committee is built up and meets quarterly to deliberate, coordinate, and advocate occupational safety and health related affairs. 3. The Company is also committed to providing a hazard-free work environment to all employees and stakeholders. The company headquarter building implemented Occupational Safety and Health Management System in 2018 and passed ISO 45001 Occupational Safety and Health Management System certification in 2019. FET also passed the evaluation again in 2024. (Certificate validity period: From January 25, 2025 to January 24, 2028).	

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			4. The Company also actively advocates hazard prevention awareness to employees and contractors. 143 rounds of various occupational health and safety training were held in 2024 to 12,814 participants. Meanwhile, the Company also established the "Health and Safety" website to disseminate information on hazard prevention and strengthen employees' awareness on preventive measures. 5. The company is committed to ensuring the safety and health of its employees and has established a 'Work Safety Guide' to help colleagues understand potential hazards in the workplace and their preventive measures. In the year 2024, there were two occupational injuries involving two individuals. These incidents resulted from missteps and self-inflicted falls, accounting for 0.037% of the total workforce. We have intensified our efforts to raise workplace safety awareness among employees. The number of cases of fire accidents and the number of employees involved 2024, and the ratio to the total number of employees, and related improvement measures: In 2024, there were 9 small sites fires, which did not result in any casualties. The Company has purchased liability insurance and property insurance, and the Company will continue to replace old equipment in the future, strengthen platform inspections, and ensure the safety of the work environment.	
4-4 Does the Company establish efficient career development and disclosed its content and implementation status?	V		The company has established a career level framework linked to a core competencies, serving as the foundation for developing various human resource management mechanisms. The career level framework incorporates a dual-track career path for both managerial and professional roles. It is designed based on the company's short and medium-term strategic directions and operational needs, emphasizing consistent standards across departments to encourage horizontal experiences for employees. In 2024, a professional skills database was launched, completing the professional skill inventory for technical employees. Additionally, a dashboard for managing professional certifications was introduced, providing managers with valuable references for employees' future development and job planning. The 2024 training program covers areas such as compliance and risk management, managerial competencies, specific roles (e.g., new employees, newly appointed supervisors, and internal trainers), professional skills, and information and technology security training. A total of 1,602 sessions were conducted, completing training for 322,708 participants with 290,054 training hours delivered.	
4-5 Does the company comply with relevant laws and international guidelines regarding customer health and safety, customer privacy, marketing, and labeling issues, and has it established policies and procedures to protect consumer or customer rights and handle complaints?	V		The Company engages in active, detailed disclosure and communication for all rate plans and services by varied channels such as websites, mobile applications, physical and digital stores, and direct SMS, and is in compliance with relevant telecommunication laws and regulations. Consumer complaint Procedures: Customers can contact us by dialing 123 or 02-4495123 on their mobile phones, through the customer service email on our official website, by sending a letter to No. 468, Ruiguang Rd., Neihu Dist., Taipei City 114, Taiwan (R.O.C.) Far EasTone Telecom Customer Relationship Maintenance Group, or by using the FET Mobile Circle App to reach our service personnel. We will provide an initial response within three working days after receiving the inquiry and will follow up with the final resolution. Consumer privacy protection policy: Please refer to the Company's website: https://www.fetnet.net/content/cbu/tw/information/fetprivacy.html Consumer Complaint Channels and Procedures: Please refer to the Company's website: https://www.fetnet.net/content/cbu/tw/help-center/contact-us.html	No Difference.
4-6 Does the Company establish supplier management policy requesting suppliers to comply with regulations associated with environmental protection, occupational safety, and health or labor rights, and please specify the implementation status?	V		The Company views supplier management as one element of corporate risk management, drafting "FET Supply Chain Management Policy" as a basis for the management of suppliers. The company also introduced "Supplier Corporate Social Responsibility Guidelines," including various environmental, society and corporate governance (ESG) requirements in its supplier specifications. For details, please visit FET website: https://corporate.fetnet.net/content/corp/en/CSR/ValueSharing/SupplyChainManagementStrategy.html The Company has conducted risk evaluation through the supplier sustainability self-assessment survey since 2017. In 2024, the evaluation covers 25 indicators within the five major aspects of sustainability governance, supplier management, environmental management, labor rights and social impact. Once the suppliers have completed the survey, the Company would verify the authenticity of suppliers' data through document review. A total of 487 assessments were completed in 2024 which accounted for 92% of the annual purchases. The evaluation identified 14 high-risk suppliers this year and the risks mostly concentrated on defending Trade Secrets and labor rights and Occupational Health and Safety Management related issues. For those high-risk suppliers, the Company has established related improvement plans and kept tracking the results. In 2025, the Company will continue to visit high-risk vendors for on-site inspections and guidance to ensure that supplier partners fulfill their corporate social responsibility obligations. The Company also became the first telecommunications company in Taiwan to pass the third-party certification of the ISO20400 Sustainable Procurement Guidelines in 2022.	
4-7 Does the company disclose stakeholder identities, issues concerned, communication channels and response methods?	V		The Company values the importance of communication and partnership with its stakeholders. FET ESG Committee holds regular quarterly meetings and provides relevant decision-making and performance reports to the Board of Directors on a regular basis each year. With the President as the moderator and senior management members as the convener of each task force, the Committee presents the action plan of the year and the result of communication with stakeholders. In accordance with the AA1000SES Stakeholder Engagement Standard, the ESG Committee identifies key stakeholders relevant to operations. It evaluates stakeholders based on five dimensions: their reliance on the Company, their influence, level of concern, responsibility,	

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			and ability to provide diverse perspectives. These assessments are confirmed after approval by senior management. At the same time, FET would also ensure the different appeals and expectations of stakeholder. FET set up stakeholders’ survey, which specialized in communications channels on its official website, to obtain more feedback on improved stakeholder communications. For more details, please refer to FET Sustainability Report.									
4-8 Does the company disclose employees' work environment and personal safety measures and please specify the implementation status?	V		The protection measures & implementation of employees’ safety are as follows: To ensure the safety and health of employee as well as prevent occupational injuries, a Safety and Health section has been set up on the Intranet, providing related policy, information, training material, Employee health management is now an important component of our business strategy. For more details, please visit: https://corporate.fetnet.net/content/corp/en/CSR/Engagement/WelfareAndArchivement.html FET has set up the "Occupational Health and Safety Committee" (OHS Committee) as well as dedicated labor safety and health units to make improvements to the working environment and ensure work safety. Occupational Health and Safety Committee holds a meeting quarterly. Its responsibility is to oversee the formulation of the occupational disaster prevention plan and the self-inspection plan; discuss, examine, and analyze related occupational disasters and review OHS improvements. In 2024, 287 workplace and construction site safety inspections were completed, with a 100% improvement rate in areas of deficiency, effectively preventing occupational accidents. The frequency of checking operation in Occupational Health and Safety as follows: <table><tr><th colspan="2">Checking operation in Occupational Health and Safety</th></tr><tr><td>1. Workplace safety audits. Conducted by Occupational Health and Safety office</td><td>More than 16 times a month</td></tr><tr><td>2. On-site supervisor of the retail store conducting through mobile management</td><td>More than once a week</td></tr><tr><td>3. Offsite safety and health inspection</td><td>More than 2 times a month</td></tr></table> The Company is committed to providing a hazard-free work environment to all employees and stakeholders. The company headquarter building implemented Occupational Safety and Health Management System in 2018 and obtained ISO 45001: Occupational Safety and Health Management System certification in 2019. FET also passed the evaluation again in 2024. (Certificate validity period: From January 25, 2025 to January 24, 2028). Regarding the safety protection measures and implementation of the office workplace, the following are the details: According to the government Regulations and Fire Act, all of the Company’s workplaces have established appropriate fire-fighting systems and executed regular equipment maintenance declarations, as well as the fire prevention management. We will also implement disaster prevention education every six months to enhance disaster resilience and personnel awareness. Some areas have multiple protective measures in each office and MSC/IDC. They are controlled through the access control system. All personnel need authorization to access, and real-time records are maintained for reference. We also have the “Access Control Management Methods” which explicitly specify the movement of personnel in the workplace to maintain the security of premises and personnel. According to the Company physical security management protocols, all areas are set up with different clearances covered by access control, surveillance and alarm systems. Since 2014, the company has been certified with ISO 27001 annually.	Checking operation in Occupational Health and Safety		1. Workplace safety audits. Conducted by Occupational Health and Safety office	More than 16 times a month	2. On-site supervisor of the retail store conducting through mobile management	More than once a week	3. Offsite safety and health inspection	More than 2 times a month	No Difference.
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3. Offsite safety and health inspection	More than 2 times a month											
4-9 Does the company regularly conduct employee satisfaction surveys, and disclose the implementation status and improvement plans?	V		The company conducts eNPS employee satisfaction surveys twice a year. After the survey is completed, the results are explained to employees through a general meeting and uploaded to the intranet for employees to review. In June 2024, the Human Resources Department conducted the 2024 Global Employee satisfaction Survey. This survey covered eight major aspects: Employee Net Promoter Score (eNPS), senior leadership, employee experience, direct supervisors, learning and development, work support, compensation and benefits, and performance and promotion. A total of 5,218 employees participated, achieving a 100% employee coverage. The employee recommendation score for the company was 74, an increase of 4 points compared to the same period last year. Each unit of the company developed a total of 73 action plans in response to employee feedback, which were announced on the company's internal website. For instance, the Human Resources Department established relevant policies for performance and promotion and publicly explained the application methods and timelines for self-recommendation. Each year, performance distribution ratios are provided to business group supervisors as a reference for performance reviews. Supervisors calibrate performance based on the overall performance of each department and individual employees. In terms of work support, the Facilities Administration Team has also addressed and responded to office environment issues raised by employees.									
4-10 Does the company establish a personal data protection policy, and disclose its contents and implementation status?	V		The Company comply with the Personal Data Protection Act and other relevant laws and regulations and has established a “Privacy Policy” to fully respect consumer’s privacy and protect the personal data provided by consumers. The scope of application covers the company’s suppliers or business partners (including but not limited to commercial organizations, government institutes, etc.) or affiliated companies when commissioned by or collaborating with the company. The personal data collected will be processed and used within the scope of specific purposes and provide customers with channels for handling their personal data, complaints and consultations. To demonstrate our commitment to information security and customer privacy, FET has established an information security organization that regularly reviews information security and privacy protection strategies, key initiatives, and management effectiveness. The management organization includes the President, the Corporate Security Committee, and the Operation Security									

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	Yes	No	Illustration	
			Committee, with representatives from all divisions. Through these committees at various levels, information security and personal data protection initiatives are promoted and communicated within their respective divisions to ensure the effective implementation, management, and maintenance of the company's overall information security. In addition, we continuously review and promote the strengthening of protection mechanisms through regular internal and external audits and education and training for all employees. The certifications include ISO 27001 Information Security Management and BS 10012 Personal Information Management international standard certification. In 2024, all employees underwent a 3-hour personal data protection training. A total of 5,360 employees participated, with a 100% completion rate and test pass rate. The relevant policy content has been published in the Company's website Privacy Policy : https://corporate.fetnet.net/content/corp/en/Privacy.html For relevant implementation details, please refer to the Company's website for Customer Privacy Protection : https://corporate.fetnet.net/content/corp/en/CSR/ExcellentService/Privacy.html	No Difference.
5. Does the Company refer to international standards or guidance on report preparation when compiling its reports for the disclosure of non-financial data, such as the Sustainability Report? Does the said report have assurance or assurance opinion from a third-party certification agency?	V		The Company's Sustainability Report is prepared based on the International IR Framework published by the International Integrated Reporting Council, the GRI Standards published by the Global Reporting Initiative (GRI) and the SASB Framework published by Sustainability Accounting Standards Board. In addition, this report has been assured by the independent auditing firm, Green Mountain Sustainability Consulting Co., Ltd. to confirm that the disclosure content aligns with the GRI Standards and complies with the Taiwanese Assurance Standards on Non-Historical Financial Information (TWSAE 3000) "Limited Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" (developed with reference to the international assurance standard ISAE 3000). The report also addresses the requirements of the International Integrated Reporting Framework.	
6. If you have established your own guidelines for Sustainable Development according to the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please state the discrepancies (if any) between actual operation and the guidelines: FET's "Sustainable Development Policy" has been implemented.				
7. Please state any other important information that would facilitate better understanding of your current status in fulfilling sustainable development (i.e. the Company's system, measures or status of implementation on environmental protection, community participation, contribution to society, social services, charity, consumer rights, human rights, safety and health and so forth):				
(1)Environment - Re-certified its SBTi 1.5°C and 2048 net-zero target after merging with Asia Pacific Telecom. - Joined the RE100 initiative, aiming for 100% renewable energy by 2030. - Passed the ISO 46001 Water Efficiency Management Systems certification. - Joined the Ericsson Global Product Take-Back Program and recycle tens of thousands of telecommunications wastes from base stations, with a recycling rate higher than the EU's 80% standard. - FET's headquarters building has received the highest level of Taiwan Green Building Label (EEWH) as a 'Diamond-Level Green Building', and has also passed the Ministry of the Interior's 'Building Energy Efficiency 1+ Level' near-zero carbon building certification. - Published the first supply chain ESG summary report assured by the third-party in Taiwan. - Met CDP leadership scoring criteria in climate change negotiation and management performance through the Supplier Engagement Rating for four consecutive years. (2)Social - Issued the first social bond in 2022. Up to the present, a cumulative total of NT\$11 billion social bonds has been issued, which will invest in 5G infrastructure to bridge the urban-rural divide. - The first telecom company in Taiwan launched the 5G Telemedicine Platform. By 2024, the telemedicine service has expanded to 15 counties and cities and 56 townships nationwide, serving over 64,000 people. Additionally, the "5G Smart Ambulances" initiative has extended its services to the outlying islands of Penghu and Lienchiang, now covering 10 counties and cities across Taiwan with nearly 3,000 user sessions. This year, the new "Telecommunication Consultation and Treatment Regulations" came into effect, with 78 healthcare institutions having applied to participate, setting up 212 virtual consultation rooms with nearly 40,000 user sessions. - Established Taiwan's first "AI Fraud Detection System" in Taiwan, reduced fraudulent calls/text messages by more than 90%; the Company also launched the "FET SecureNet Service" blocked risky websites 1.05 billion times. - FET's ESG Public Welfare Project has cumulatively benefited nearly 11.7 million people. - Raised funds to support the educational and medical needs of underprivileged children over the past 18 years. - Formed the Sustainability Vanguard Team cumulatively with 115 suppliers to engage in rural philanthropic work for 5 consecutive years. (3)Human Resource Management The Company actively builds a healthy workplace, promoting employees' career development, human rights and well-being. The HR honors and awards in 2024 are listed below: "The Best Company to Work for in Asia Award" issued from 《HR Asia》 "The Friendly Workplace to Family Award" issued from the Labor Bureau, New Taipei City. "The Talents Career Development Award" issued from the Commonwealth Magazine "Talent Development Leader" and "Workplace Well-being Leader" issued from Taiwan Corporate Sustainability Award (TCSA) "The Gold Award for Happiest Enterprises" issued from 1111 Job Agency "The Best Employer Brand Award" issued from 104 Job Agency				
8. The specific plans for implementing sustainable development (ESG) and its effectiveness in 2024: - The Company strived to bridge the digital gap by strengthening the broadband infrastructure at remote areas and carrying out urban-rural developments. It achieved a network coverage rate of 98.5%. Moreover, communication quality and location at mountainous regions are crucial for mountain rescues. To improve the rescue quality, FET cooperated with the Yushan National Park Headquarters to conduct comprehensive signal measurement and optimization. Since 2015, FET has been cooperating with eight Forest District Offices, the Shei-Pa National Park Headquarters, Yushan National Park Headquarters, National Nature Park Headquarters, and the Tourism and Travel Department, New Taipei City Government on improving the majority of popular trails in Taiwan. Over ten thousand of engineering personnel were mobilized and more than 2,000 mobile coverage signs have been set up for climbers to orientate. - The company has launched Taiwan's first 5G telemedicine project to address the shortage of specialists in remote areas and alleviate the inconvenience of travel for rural residents seeking medical care. By 2024, the telemedicine service has expanded to 15 counties and cities and 56 townships nationwide, serving over 64,000 people. Additionally, the "5G Smart Ambulances" initiative has extended its services to the outlying islands of Penghu and Lienchiang, now covering 10 counties and cities across Taiwan with nearly 3,000 user sessions. This year, the new "Telecommunication Consultation and Treatment				

Evaluation Criteria	Implementation Status		Illustration	Deviations from "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No		

Regulations" came into effect, with 78 healthcare institutions having applied to participate, setting up 212 virtual consultation rooms with nearly 40,000 user sessions.

- The Company has been caring for disadvantaged children for 18 years. It has raised over NT\$55.2 million and helped more than 6,000 children. In 2024, FET initiated the "Collecting Love and Spread It Far and Wide" project and helped the Prader-Willi Syndrome Association, the Canlove Social Service Association, and Children's Hearing Foundation, raising a total of NT\$1.82 million.
- The Company values climate change and sustainability education by collaborating with Taiwan Youth Climate Coalition (TWYCC), the Company developed an "air-conditioning in every classroom" project to launch the "FET Climate Change and Energy Saving and Carbon Reduction Courses", with volunteers from TWYCC as instructors and designing the course structure while FET provides EMS energy-saving technology information. In cooperation with the Taiwan Youth Climate Coalition (TWYCC) and Taiwan Green Energy for Charity Association (TGECA) Taiwan on climate education courses, FET trained employees to become climate education teachers. A total of 68 courses were completed in 2024, reaching over 8,160 people times.
- The Company took the lead and called on supply chain partners to form the "Sustainability Vanguard Team," aiming to help the disadvantaged groups with core specialties of FET and its suppliers. In 2020, over NT\$1 million was spent on repairing the basketball court of Binmao Junior High School in Tainan Township, Taitung County. In 2021, the team established technology classrooms and computer classrooms for Wanli Elementary School in New Taipei City to narrow the digital education gap. In 2022, the team assisted the Hualien Food Bank to build a freezer so that children living in remote areas can also obtain adequate supplies. In 2023, FET assisted in the renovation of the "Taitung Luye Children's Care Classroom" and built a library with the theme of SDGs to deepen sustainable education in rural areas. In 2024, FET sponsored the Taitung Rui Yuan Elementary School archery team, providing them with complete archery equipment, ensuring that schools in remote areas can have access to excellent facilities.
- The Company actively promotes paperless operation and leads the industry in launching "digital form mobile self-service" in physical stores to implement innovative digital services. By using digital forms instead of paper, the Company is able to save approximately 7.36 million sheets of paper annually. In 2024, 80% of the Company's customers are using e-billing.
- The Company published the first supply chain ESG summary report assured by the third-party in Taiwan, demonstrating commitment to build a sustainable supply chain.
- The Company has been named as one of the top 5% corporations in the "Corporate Governance Evaluation" from TWSE for the 10th consecutive year.
- The company has ranked first on the DJSI World Index in the global telecommunications industry for two consecutive years.
- The Company has been selected as one of the 'Top 10 Sustainable Role Model Enterprises in Taiwan' by TCSA, winning a total of 13 TCSA sustainability awards, the highest number among all companies in Taiwan.

The specific plans for implementing sustainable development and its effectiveness are disclosed in FET Website periodically:

<https://corporate.fetnet.net/content/corp/en/CSR/CSRManagement/SocietyManage.html>

9. Whether the company assesses the risks or opportunities to the community and takes corresponding measures, the specific measures and implementation results are as follows:

The Company has been continuously caring for underprivileged children and youth for 18 years, raising approximately 55.2 million TWD. In 2024, it collaborated with the Hearing and Speech Rehabilitation Foundation near Taipei Neihu headquarters to launch an 'Early Intervention and Scholarship Fundraising Program for Hearing Loss,' raising 570,000 TWD to help children with hearing loss receive speech and hearing rehabilitation. To help small and medium-sized social welfare organizations raise their voices, our company has established the "FET Heart Public Welfare" platform. FET users and the public can easily participate in the "Collecting Love, Spreading Love" charity project through the FET Mobile Circle App and website to assist in fundraising. Over the past two years, nearly 4,000 people have been supported.

Additionally, at its Banqiao office, the Company partnered with the Tzu Chi Bone Marrow Stem Cell Center to hold a Hematopoietic Stem Cell Donation and Blood Sample Registration Public Welfare Activity, which encouraged employees and local residents to participate in blood sample registration. In 2024, a total of 15 employees and local residents participated (bringing the total to 70 participants to date). The aim is to expand the stem cell database through the power of the community, increase matching rates, and bring hope to patients' families.

10. Whether the Company has supported the development of domestic culture, the support methods and results are disclosed as follows :

friDay Video launched its "original intellectual property investment" strategy in 2020 and complete its first original multi-viewpoint reality show, "Extreme Island Adventure Wandering 911". In 2021, friDay Video collaborated with Public Television Service to co-produce "On Marriage". The show received a tremendous response and positive reviews after its release on friDay Video.

With this momentum, FET has partnered with Star Ritz International Entertainment, Pili International Multimedia, and Taipei DI Cinema to establish Mission Entertainment, which is dedicated to producing and investing in high-quality Taiwanese film and television contents and promoting cultural contents such as Taiwanese film and television, literature, etc. The goal is to bring Taiwan in line with the world and make Taiwan the center of Asian film and television trends. Mission International also invested NT\$5 million to shoot "After School," which has been released in September 2023. In the same year, Mission International invested a total of 14 million, persistently supporting original intellectual properties to venture into the international market, launching the first Taiwan-Japan collaborative film titled "18x2 Beyond Youthful Days" premiered in Taiwan in March 2024 and has been screened in Japan, South Korea, Hong Kong, Singapore and other countries. In addition, Mission international also invested in producing "Extreme Forest S2", an original reality variety show, featuring real-life exploration and experiences related to forests, flora and fauna, and ecological conservation issues. The show aired in November 2023. In 2024, an investment of 16 million will be made to continue supporting Taiwanese original content and international collaborations. This includes the largest international cast reality show "What a Trip", is produced by Mr. Liao Qingsong, the winner of the Golden Horse Award for "Best Taiwanese Filmmaker Award" and "Special Contribution Award". The show focuses on sustainable travel and explores issues such as natural symbiosis, cultural protection and sustainability in the program by a variety game style; in addition, the first one-shot horror suspense film "Night Asphyxiation" produced by domestic creative team, and the Taiwan-Macau co-produced film "We Wish". These productions will be released gradually after 2025.

11. Did the company invest in significant machinery and equipment for energy conservation or green energy related environmental sustainability, or invest in Taiwan's green energy industry (e.g., renewable energy plants); did it issue or invest in sustainability financial products whose funds are used for investment in green or social projects which are actually of benefit in improving the environment or society?

In 2024, a total of NT\$633 million has been invested in the renewable energy power plant construction project, and a total of 12MW of solar photovoltaic power plant capacity has been obtained for self-use, which can transfer 17 million kWh of green electricity to the computer room every year, and the carbon reduction benefit can reach 8,440 tonnes of CO₂e emissions.

Annex 1: Risk Assessment and Management Strategy of Major Issues

Category	Major Issues	Risk Management Strategy and Plan
Governances	Cyberattack Risk	FET continues to closely monitor new types of attacks and conducts company-wide social engineering awareness training. We will further strengthen detection, optimize Defense-InDepth (DID) mechanisms, and regularly conduct cross-department joint defense drills to achieve faster response, real-time notification, control, and recovery operations, as well as to enhance business service resilience.
	System Malfunction Risk	FET adheres to the principle of zero errors as its corporate mission and regularly conducts reviews of obstacle incidents, along with root cause analysis. The following measures are implemented: • Enhance System Service Monitoring • Enhance System Service Stability • Continuous Service Recovery Drill By optimizing monitoring, and strengthening cross-team communication, response, control, and recovery through drills to minimize the operational impact on the company.
Environment	Climate Change Risk	FET's near-term GHG reduction commitment has been approved by Science Based Target initiative, SBTi). FET commits to reduce absolute scope1 and scope 2 GHG emissions 43.6% by 2030 from a 2021 base year and also commits to reduce absolute scope 3 GHG emissions 42% within the same timeframe. FET actively implements energy-saving measurements and promotes the use of green energy.

Annex2 : The potential risk, chance and Countermeasures toward Climate Change.

Risk Type	Risk Factor	Asset	Impact	Countermeasure	
				Technology	Policy
Transition Risk	Failure of government to reduce emissions, leading to higher power generation costs/higher electricity prices	Base Station/ Data Center/ Store/ Office	• Failure to achieve national GHG reduction and renewable energy use targets, resulting in the imposition of fines on FET or the need to buy carbon credits from other enterprises, impacting the image of the Company • FET adjusts its business model and is forced to forgo services with high levels of carbon emissions that will impact business revenue • National renewable energy policy leads to an increase in electricity prices or unstable power supply, causing disruption to FET's operations or services	• Roll out new business in renewable energy, develop renewable energy use goals and schedules, increase renewable energy installation capacity annually (including increasing the purchase of renewable energy certificates and increasing self-owned certificate production capacity), and plan to build solar energy base stations	• Renewable energy next to newly constructed data centers should be included as part of evaluations • Evaluate the impact and current implementation of key regulations, while conducting quarterly reviews of possible legal changes and planning countermeasures
Physical Risk	Increased frequency of strong typhoons and extreme rainfall	Base Station	• Tower collapses and equipment is damaged by strong winds and flooding • Operating costs increase due to power shortage • Compensation costs to customers increase due to operational interruption	• Long-term climate scenarios for adaptation plan reference Note • Rural area: Scale of wind reaches 15 or above • Located in low-lying or poorly draining urban and rural areas: Flooding between 0.5-3 meters • Strengthen structure of existing tower equipment, implement disaster-resistant construction on new base stations • Prepare backup power and Replace and install air injector fans	• Transfer some risks with product insurance • Assess the wind resistance level of base stations and pursue improvements by zone • Important base stations have wind resistance warranties and structure certifications secured
		Data Center	• Strong winds and flooding lead to loss of assets such as equipment in the data center • Supply routes disrupted due to flooding • Drought and water shortage lead to insufficient supply of cooling water	• Long-term climate scenarios for adaptation plan reference Note • Metropolitan area: Scale of wind reach 15 or above, low-lying or poorly draining areas leading to flooding between 0.5-3 meters • Maintain water consumption for at least 38 hours with water tower or reservoir • Establish emergency response mechanism of air conditioning and air-cooling for basic daily operations • Store amount of backup fuel for more than 5 hours of power generation	• Transfer some risks with product insurance • Review and improve risk prevention for core data centers • Investigate flooding potential and improve weaknesses/ year for core data centers • Update site selection guidelines for low-carbon cloud data centers and include continuous and reliable water source as an important consideration for site selection

Note: Adaptation measures are applicable to all (100%) existing and newly constructed base stations and data centers, both currently in use and planned for the next 50 years. These measures are designed to align with the use of base stations in conjunction with core data centers. Furthermore, they are reinforced in a timely manner per the principle of extending the service life to address potential impacts from long-term climate scenarios.

The Company's climate-related information

1. Implementation of climate-related information

Item	Implementation Status
1.Describing the oversight and governance of climate-related risks and opportunities by the board of directors and management team	1. The Risk Management and Information Security Committee at the board level is the highest risk governance unit in FET. The Committee regularly discusses the management of various key corporate risks, including climate change risks and other related issues, with the board of directors. 2. The Risk Management and Information Security Committee has an Environment and Energy Management Committee, which is responsible for the promotion and implementation of issues related to climate change. The highest guidance unit of the Committee is the Chief Financial Officer, and members include the supervisors of different departments. Meetings are convened regularly every quarter to discuss energy and environment-related goals and performance. FET has also established the Environment and Energy Management Measures, which covers management of energy and environment, greenhouse gas reductions and responses to climate change.
2.Please describe how the identified climate risks and opportunities affect the business, strategy, and financial performance in the short, medium, and long term	FET follows the TCFD recommendations, managing climate risks across governance, strategy, risk management, metrics, and targets. They assess and mitigate regulatory, technological, market, and long-term physical risks, and will continue to improve on emerging regulatory and extreme physical risks. 1.Risks associated with climate change impact: • Short-term: Changes in regulatory policies leading to increased electricity generation costs/price hikes, directly increasing operational costs for businesses and negatively affecting financial conditions. • Medium-term: Government emissions reduction policies and strengthened emission reporting obligations, continued impact of policy and regulatory risks will increase operational costs, requiring businesses to adjust strategies to comply with regulations. • Long-term: Climate change may lead to frequent extreme weather events, interruptions in production capacity, and disruptions in supply chains. Changes in market demand and consumer preferences may also result in long-term declines in product and service demand. 2. Strategic plans related to climate change: • Short term: maximize energy efficiency, supplemented by green electricity. • Medium term: elevate the utilization rate of green electricity and hit near-zero standard for owned buildings • Long-term: 100% use renewable energy by 2040. To achieve net zero emission for FET's operations by 2048. 3.Operational and business opportunities related to climate change: After the above-mentioned mitigation, when the assessment was conducted again, operational and business opportunities such as low-carbon products and services and making green energy investments would emerge. In terms of short-, medium- and long-term business planning, the emphasis would be on providing low-carbon smart city solutions, with focus on smart healthcare, digital transformation, internet of things, among other products, and progressively increase the market share of services.
3.Please describe how extreme climate events and transition actions can impact financial performance.	1. Replacing equipment earlier in response to the trend of low-carbon transition had led to increased operating costs. 2. The strengthening of management of greenhouse gas emissions in the telecommunications industry chain, as well as the research and development collaborations for energy-saving and low-carbon technologies had led to increased operating costs.
4.Please describe how the identification, assessment, and management process of climate risks can be integrated into the general risk management system.	The Risk Management and Information Security Committee realizes all-encompassing risk management for the Company through the operation of organizations and responsibilities at different levels for risks such as finance, strategy and operation, information security, environment and energy. The Risk Management Policy is formulated by reference ISO 31000, Risk management – Guidelines, provides principles, a framework and a process for managing risk, and serves as the guiding principle for the implementation of management by all business groups after being approved by the Board of Director. The boundaries of risk assessment are centered on the Company. All business groups conduct risk assessments and formulate risk management strategies and plans every year regularly in accordance with the principle of materiality, considering economic, environmental and social aspects of corporate governance issues that have a significant impact on customers, investors and other stakeholders. Reports are submitted regularly to the Board of Directors every year to drive sustainable results and performance for the year.
5.If scenario analysis is applied to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and key financial impacts applied shall be stated.	1. Scenarios, parameters, assumptions: (1) Scenarios: RCP 2.6~RCP 8.5 (2) Parameters: Typhoon frequency, rainfall amount, flood depth (3) Assumptions: • Assuming a scenario of increase in low carbon greenhouse gas, and assuming that in the future, there would be an increase of 1.2 Category 4 typhoons and 1.2 Category 5 typhoons every year in the world, Taiwan would encounter about 7.96 strong typhoons between 2020 and 2030. • Assuming a scenario of maximal greenhouse gas emissions, and assuming 650 centimeters of rainfall in 24 hours, the depth of floods would be 0.5 to more than 3 meters. 2. Assessment method: draw up the risk pathway in a qualitative manner before quantifying the financial impact score of specific scenarios. 3. Analyze factors • FET's operations and procurement of upstream equipment: the Company's key assets are included in the assessment scope and taking into consideration of the life cycle of base stations, equipment and other assets

Item	Implementation Status																				
	the operational and financial impact of actual risks are assessed based on the estimated number of 4G and 5G base stations in 2030. - Downstream clients: consider risks such as increased customer compensation costs caused by business interruption to fully assess the impact of climate change. 4. Financial impact: - The assessment found that equipment and asset losses caused by strong winds was the most important potential loss (accounting for 93.63% of the total loss amount), followed by equipment and asset losses caused by flooding (accounting for 4.09% of the total loss amount). Since most of the base stations and computer room equipment are located on the top floor or inside the buildings, the proportion of impact due to flooding is relatively smaller. - FET has transferred the financial loss from direct damage to base station equipment (such as antenna or power supply equipment) and machine room equipment (such as generator, air cooled water chiller or cooling tower) caused by strong wind by taking on insurance.																				
6.If there is a transition plan for managing climate-related risks, the contents of the plan and the indicators and targets applied to the identification and management of physical and transformation risks shall be stated.	1.Transition Plan : - Strengthen energy monitoring and management systems, while using equipment replacement and upgrades to improve the efficiency of energy use and reduce overall power consumption, to balance the cost of rising electricity prices. - Roll out new renewable energy business and research renewable energy use targets and timetable, while increasing the installation capacity of renewable energy annually (including increasing the purchase of renewable energy certifications and self-certification capability) and in the future build solar energy base stations. 2.Indicators and Goals <table><tr><th>Indicators</th><th colspan="2">2025 Goals (Compared with Base Year 2021)</th></tr><tr><td>GHG emissions</td><td colspan="2">-24.5% (Scope 1 & Scope 2)</td></tr><tr><td>Annual office power consumption EUI per ping</td><td colspan="2">-9.63%</td></tr><tr><td>IDC average power efficiency PUE</td><td colspan="2">+2.94%</td></tr><tr><td>Average power consumption from FET directly operated stores</td><td colspan="2">-24.17%</td></tr><tr><td>The proportion of renewable energy in total electricity consumption</td><td colspan="2">5%</td></tr></table>			Indicators	2025 Goals (Compared with Base Year 2021)		GHG emissions	-24.5% (Scope 1 & Scope 2)		Annual office power consumption EUI per ping	-9.63%		IDC average power efficiency PUE	+2.94%		Average power consumption from FET directly operated stores	-24.17%		The proportion of renewable energy in total electricity consumption	5%	
Indicators	2025 Goals (Compared with Base Year 2021)																				
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Average power consumption from FET directly operated stores	-24.17%																				
The proportion of renewable energy in total electricity consumption	5%																				
7.If internal carbon pricing (ICP) is applied as a planning tool, the basis for price setting shall be explained to estimate the impact of climate change on the company's financial and business operations.	The internal carbon pricing has begun planning and will be disclosed on the company's official website after the planning is completed this year.																				
8.If relevant climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planned schedules, and the annual progress toward achievement shall be stated. If carbon offsets or renewable energy certificates (RECs) are applied to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of RECs shall be stated.	1. Climate goals: - By 2030, all IDC, offices and retail stores in Taiwan will use 100% renewable energy (Scope 2). - The entire company is expected to use 100% renewable energy by 2040. (Scope 2). - The entire company is expected to achieve 100% Scope 1+2 net-zero emissions by 2048. 2. Target in 2024 <table><tr><th>Item</th><th>2024 Goals</th><th>Performance</th></tr><tr><td>GHG emissions</td><td>-5%</td><td>-20.95% (Scope 1 & Scope 2)</td></tr></table>			Item	2024 Goals	Performance	GHG emissions	-5%	-20.95% (Scope 1 & Scope 2)												
Item	2024 Goals	Performance																			
GHG emissions	-5%	-20.95% (Scope 1 & Scope 2)																			
9.Greenhouse gas inventory and its assurance	Please refer to Annex 1-1 & 1-2																				

Annex 1 -1 Greenhouse Gas Inventory and Assurance Situation for the Past Two Fiscal Years of the Company

1-1-1 Greenhouse Gas Inventory Information

Year Item	2023		2024	
Scope 1	Total Emissions (Tonnes of CO ₂ e)	Intensity (Tonnes of CO ₂ e/ NT\$ million)	Total Emissions (Tonnes of CO ₂ e)	Intensity (Tonnes of CO ₂ e/ NT\$ million)
Parent Company	4,721.1687	0.058	3,080.6647	0.038
Subsidiary	2,394.4839	0.102	2,437.5955	0.103
Total	7,115.6526	0.068	5,518.2602	0.053
Scope 2	Total Emissions (Tonnes of CO ₂ e)	Intensity (Tonnes of CO ₂ e/ NT\$ million)	Total Emissions (Tonnes of CO ₂ e)	Intensity (Tonnes of CO ₂ e/ NT\$ million)
Parent Company	299,880.1189	3.707	263,903.5632	3.264
Subsidiary	32,994.6309	1.401	26,030.8091	1.095
Total	332,874.7498	3.187	289,934.3723	2.771
Scope 3	405,206.9054 (Note)		342,396.9202	

*Greenhouse Gas Inventory Standard ISO 14064-1/GHG Protocol

Note: In 2023, the Scope 3 value was originally 121,899.2531 tonnes of CO₂e, which was verified according to ISO14064-1 (covering 9 items in Scope 3). To comprehensively calculate the values of various categories in Scope 3, our company recalculated Scope 3 (covering 15 items) using the GHG Protocol last year, resulting in 405,206.9054 tonnes of CO₂e. Both the ESG report and the submission to the SBT scientific reduction target adopted the GHG Protocol values, hence the adjustment of the Scope 3 value for 2023.

1-1-2 Greenhouse Gas Assurance Information

Describe the confidence situation in the last two years up to the annual report being published, including the scope of the confidence, the organization of the confidence, the criteria for the confidence and the opinion of the confidence.

In 2023, our company disclosed a total greenhouse gas emissions of which 461,889.6555 tonnes of CO₂e (representing 62% of total emissions) were verified by the British Standards Institution accredited institution according to ISO14064-3 standard, with a reasonable assurance opinion (Scope 1/Scope 2)/validation and agreed upon procedures (AUP) (Scope 3).

In 2024, our company disclosed a total greenhouse gas emissions of which 637,849.5526 tonnes of CO₂e (representing 100% of total emissions) were verified by the British Standards Institution accredited institution according to GHG Protocol standards, with a reasonable assurance opinion (Scope 1/Scope 2)/validation and agreed upon procedures (AUP) (Scope 3). Additionally, 559,176.5200 tonnes of CO₂e (representing 88% of total emissions) were verified by the British Standards Institution accredited institution according to ISO14064-3 standard, with a reasonable assurance opinion (Scope 1/Scope 2)/validation and agreed upon procedures (AUP) (Scope 3).

Annex 1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

Base Year	GHG Emissions for Base Year	GHG Emissions Reduction Target	GHG Emissions Reduction Strategies	GHG Emissions Reduction Plans	2024 Reduction Performance
2021	914,002.1984	- GHG emissions (Scope 1 & Scope 2) in 2030 will be reduced by 43.6% compared to the base year - GHG emissions (Scope 3) in 2030 will be reduced by 42% compared to the base year	Smart Energy Conservation - Maximize Energy Efficiency - Implement a Company-wide Energy Management Platform - Set up Smart Regulation - Use of Renewable Energy - Adopt Renewable Energy - Add Renewable Energy and Carbon Removal Technologies - Introduce Smart Demand Control (Smart Grid) - Energy Storage - Develop Strategic Partners - Promote the Application of Energy Storage - Supply Carbon-Free Energy	Scope 1 - Electrification of Fuel Vehicles - Use of Low-Carbon Energy Fuels - Low Global Warming Potential Refrigerants - Water Mist Fire Suppression System Scope 2 - Self-establish Solar Power Plants - Procurement of Renewable Energy (Wind and Others) - Power System and Energy Storage - Continued Implementation of Energy Saving Measures Scope 3 - Supply Chain Emissions Reduction - Carbon Reduction in Logistics Remaining emissions - Carbon Capture, Utilization, and Storage - Afforestation and Reforestation Projects with Carbon Certification - Emission Reduction Activities or Investments Beyond the Value Chain	-20.95%

3-6. The fulfillment of ethical business practices and the differences and reasons compared to the integrity operating guidelines of listed companies

Evaluation Criteria	Implementation Status			Deviations from “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies” and Reasons
	Yes	No	Illustration	
1. Establishment of Corporate Governance Policy and Implementation Measures 1-1. Does the company's website or annual report disclose the integrity management policy passed by the board of directors, specifying specific measures and plans to prevent dishonest behavior and explaining their implementation status? In addition, does the company clearly state its integrity management policy and measures in its regulations and external documents, as well as the board of directors and senior management's commitment to actively implementing the management policy?	V		The Company has established "The Far EasTone Telecommunications Ethical Management Best Practice Principles" Its formulation and amendments were approved by the Board of Directors, reported to the shareholders meeting, and disclosed on the Company's website. It clearly states that the Board of Directors, executive management, employees, and mandataries, shall comply with laws and regulations during execution of business operations. The Board and executive management shall commit to proactively implementing it and shall conduct the policies in internal management and external commercial activities. The “Guidelines for the Adoption of Code of Ethical Conduct” and “Ethical Corporate Management Best Practice Principles” have been approved and amended by the 4th meeting of the 10th term of Board of Directors on February 20, 2025, and will be submitted to the 2025 FET shareholders meeting. Furthermore, The Company communicates the guidance of “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Code of Ethical Conduct” to the Board of Directors and executive management at Board of Director meetings quarterly and in total 12 times a year to ensure their understanding of the guidelines. The Company also requires new suppliers to sign “Code of Ethical Conduct for Far EasTone Supplier Chain Social Responsibility” within the commercial document data sheet provided to suppliers as a way of encouraging them to comply with the Company’s “Ethical Corporate Management Best Practice Principles”. In 2020, In order to enhance ethical conduct for supplier chain, the Company’s procurement revised the document of “Code of Ethical Conduct for Far EasTone Supplier Chain Social Responsibility” and also added in the “punitive damage” clause requiring suppliers to re-sign the agreement. Until the end of 2024, there were total 1885 existing vendors signed the revised document. Procurement has also integrated above document into e-Procurement system. It is mandatory for all vendors to sign the document on line every 360 days to ensure continued attention and emphasis on the importance of conducting business with integrity. For newly registered suppliers in the current year, a hard-copy of the “Code of Ethical Conduct for Far EasTone Supplier Chain Social Responsibility” must be signed, stamped with the company's official seal to enhance control intensity.	
1-2 Does the Company establish assessment mechanisms for the risk of unethical conducts to periodically analyze and evaluate operating activities which have high risk of unethical conducts, and formulate preventive measures accordingly to cover conducts listed in the subparagraphs of Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" at least?	V		The “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Codes of Ethical Conduct” have been approved by the Board of Directors and submitted to the Shareholders meeting. These regulations stipulate that board members, managers, employees, and any personnel taking decisions on behalf of the Company shall not, directly or indirectly, offer, promise, demand or accept any form of dishonest benefit while conducting their work. This includes bribes, commissions and expenses; they must also not provide or accept any dishonest benefit to or from customers, agents, contractors, suppliers, government officials or other stakeholders through any means. If any dishonest behavior is discovered from business partners, we will immediately cease all commercial transactions and list them as a refused partner.	No Difference.
1-3 Does the company have a scheme for preventing dishonest behavior that includes clearly defined operating procedures, behavior guidelines, penalties for violations, and a complaint system, which are implemented and regularly reviewed and revised?	V		The Company has established the "Procedures for Ethical Management and Guidelines for Conduct" and "Ethical Management Violation Reporting Policy." which clearly specifies measures to prevent unethical conduct, operating procedures, conduct guidelines, disciplinary and reporting systems for violations. The Company has implemented the measures and regularly reviews relevant policies for amendments.	
2. Implementation of Code of Business Conduct 2-1 Does the Company evaluate counterparties' ethical records and specific “Ethical Clauses” in business contracts?	V		In order to fully implement “Ethical Corporate Management Best Practice Principles”, the Company requires that all suppliers sign “Code of Ethical Conduct for Far EasTone Supplier Chain Social Responsibility”. The clause of “Ethical Corporate Management Best Practice” is also added to each purchase order as an appendix. This is to encourage all suppliers to abide by it. If any dishonest behavior is found, the contract must be rescinded or terminated at any time and the party must be recorded as refused business partner. Since 2021 July, the Company has implemented the supplier evaluation methodology for all new suppliers. Suppliers’ credit records, operational scale, financial information, and other related factors will be reviewed. For those suppliers graded at high risk shall not become FET’s supplier.	

Evaluation Criteria	Implementation Status			Deviations from “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies” and Reasons
	Yes	No	Illustration	
2-2 Does the company established a dedicated unit under the Board of Directors responsible for formulating and supervising the implementation of ethical management policies and prevention measures. The company should also disclose information on the unit's operations and implementation status on its website and annual report. Additionally, it should report to the Board of Directors at least once a year	V		The Company's Human Resources department serves as the dedicated unit responsible for promoting corporate integrity management, with the Chief Human Resources Officer overseeing the unit. Their main responsibilities include policy formulation, regular compliance reporting, advocacy and education, handling allegations, and other related matters. The Company reports its execution status to the Board of Directors every year. Far EasTone's adherence to Code of Ethical Conduct was reported at the 10 th board meeting of the 9 th term Board of Directors on November 7, 2024. The Internal Audit will report contravening matters to the Board of Directors. The operation and execution status of the established units are also posted on the company's website, please refer to Homepage/About Far EasTone/Corporate Governance/Operational Status/Corporate Governance, Sustainable Development, and Corporate Integrity Operation and Execution Status of the Established Units.	As described in the summary
2-3 Does the Company promulgate policies for preventing conflicts of interests and offer channels for reporting conflicts of interests?	V		To comply with the Code of Ethics and Business Conduct, the Company has enacted the "Code of Business Ethics", employees receiving gifts, benefits, or discounts must initiatively submit a declaration. Furthermore, according to Article 11 of the Company's ' Rules of Order for the Board of Directors Meeting', directors must abstain from and refrain from participating in discussions and voting on matters in which they have a conflict of interest. Additionally, the Company has a disclosure form for employees to declare any potential conflicts of interest between themselves and the company. The Company has also established and published the whistleblowing e-mail address on the corporate website and the intranet for internal and external parties to report incidents.	
2-4 Does the Company establish efficient accounting systems and internal control systems to thoroughly implement ethical corporate management, and have the internal audit unit formulating audit plans based on the assessment of unethical conduct risk to audit the compliance status of the preventive measures accordingly? Or does the Company appoint CPAs to perform the audits?	V		The Company has an effective accounting systems. Financial statements are audited (or reviewed) by a CPA, and are announced and uploaded in compliance with legal requirements to ensure accuracy and transparency of financial information. To enforce the "Regulations Governing Establishment of Internal Control Systems by Public Companies " and the " Ethical Corporate Management Best Practice Principles," the Company has set up the Internal Audit, established related internal audit systems, and regularly reviewed and revised their effectiveness. Additionally, the Internal Audit develops and executes the annual internal audit plan based on risk assessment. The audit results are reported to the Chairman, Board of Directors, President, and relevant management to reinforce the commitment to ethical business practices.	No Difference.
2-5 Does the Company regularly hold internal and external training on the “Code of Business Conduct”?	V		In order to fulfill the “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Codes of Ethical Conduct”, the Company undertakes educational communications of principles for employees on a regular basis. It also promotes the concept of business conduct in daily operations to all employees. Furthermore, the Company quarterly communicates the guidance of “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Code of Ethical Conduct” to the Board of Directors and company management at Board of Director meetings to ensure their understanding of the guidelines. The Company also requires new suppliers to sign “Code of Conduct for Far EasTone Supplier Chain Social Responsibility” within the commercial document data sheet provided to suppliers as a way to remind them to - comply with and respect Far Eastone’s integrity and ethical standards. In 2024, a total of 342 suppliers completed the training on the “Code of Conduct for Far Eastone Supplier Chain Social Responsibility” and “Ethical Corporate Management Best Practice Principles” during the supplier conference held by the procurement department. The execution status of the company’s Code of Ethical Conduct was reported on the 3rd board meeting of the 10th Term Board of Directors on November 7, 2024. In 2024, "Ethical Management, Code of Conduct, and Anti-Corruption Advocacy training courses were hosted for all employees. There was a total of 5,325 employees participated, totaling 1,775 hours.	

Evaluation Criteria	Implementation Status			Deviations from “Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies” and Reasons
	Yes	No	Illustration	
3. Operation of Internal/External Reporting Mechanism 3-1 Does the Company establish reporting and rewarding mechanisms, as well as convenient channels and procedures for any violation, and assign appropriate specialists to investigate any reported cases?	V		Far EasTone has established “Ethical Management Violation Reporting Policy”. Anyone can use the internal communication mailboxes or publicized channels for reporting. The following reporting channels for internal and external use: 1.Internal personnel can use below reporting channels to make a report: Whistle_blower@fareastone.com.tw 2.External personnel can use below reporting channels to make a report: Ombudsman@fareastone.com.tw 3. Complaint mailbox for Far Eastern Group procurement supplier on Website ECOME: http://www.ecome.com.tw/A00BG/ABG_Connection.aspx 4.Internal Audit e-mail: ia@fareastone.com.tw The Company shall terminate the employment contracts of employees with serious violation of ethical conduct pursuant to relevant laws and regulations or the Company work rules. If any dishonest behavior is discovered from business partners, we will immediately cease all commercial transactions and list them as a refused business partner. Upon receipt of the reporting, professional personnel are assigned to immediately launch an investigation, as well as to handle and reply to cases. The name and identity of the complainant and the investigation process are kept confidential, and all matters reported in this way are verified through independent channels in order to protect the complainant.	
3-2 Does the Company establish standard investigation procedures, measures to be taken upon completion of the investigation, and relevant confidentiality mechanisms for the cases reported?	V		Internally, 1.The Company has established the "Ethical Management Violation Reporting Policy" which conducts active investigation, while adhering to confidentiality principles according to Company rules. 2.After case investigation, follow-up measures to be taken are below: The Company shall terminate the employment contracts of employees with serious violation of ethical conduct pursuant to relevant laws and regulations or the Company work rules. Externally: The Internal Audit handles all reports received from external parties with confidentiality and rigor. We assign dedicated personnel to conduct investigations and keep the name and identity of the reporter as well as the investigation process confidential. Also, the reported case would be verified through independent channels to protect the reporter.	No Difference.
3-3 Does the Company take measures to protect whistleblowers from inappropriate treatment?	V		Internally, The Company has established the "Ethical Management Violation Reporting Policy" that Personnel processing the reported incident shall keep the whistleblowers' identity and incident details confidential. The Company also protect the whistleblower from improper treatment. Externally: The Internal Audit handles all reports received from external parties with confidentiality and rigor. We assign dedicated personnel to conduct investigations and keep the name and identity of the reporter as well as the investigation process confidential. Also, the reported case would be verified through independent channels to protect the reporter from any improper treatment resulting from the report.	
4. Improvements on Information Disclosure Does the Company disclose information related to the “Code of Ethics” through its website and MOPS (Market Observation Post System)?	V		Regarding of the “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Codes of Ethical Conduct”, please refer to Far EasTone’s company website for details. https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/RegulationRule.html The “Ethical Corporate Management Best Practice Principles” and “Guidelines for the Adoption of Codes of Ethical Conduct” are disclosed on “Market Observation Post System” as well.	
5. If the Company have established our own guidelines for the “Code of Business Conduct” according to Ethical Corporate Management Best Practice Principles for TWSE/GTSM-Listed Companies, please state the discrepancies (if any) between actual operation and policy: There are no discrepancies.				
6. Other important information revealing the Company’s ethical operations: ➢ The Company has added the following procurement integrity guidelines to each order to ensure that suppliers adhere to them: Our company upholds the highest ethical standards for both internal employees and external partners. Any unlawful acts of bribery by suppliers or solicitation of bribes by employees will be prosecuted by law. Please comply with these guidelines together. ➢ We also make the following announcement on our procurement system provided to suppliers with a clear petition channel: Suppliers with doubts about any harm to their rights and interests in the process of a procurement project may file a complaint by writing to the ECOME website of the Far Eastern Group Procurement for petition. ➢ In each order, the procurement would state that the suppliers affirm that the content of the order is neither a copy nor a counterfeit, and that it is not in violation of a third party’s intellectual property rights or other rights, in order to enhance the operation of FET’s Ethical Corporate Management.				

7 Other information relating to corporate governance:

7-1 Execution of policies to protect consumers or customers:

Providing secure and trustworthy telecommunications services to customers is FET's responsibility, which is also crucial to maintaining customers' relationship and enhance their confidence in FET. To show the importance it attaches to and commitment to information security, FET is continually improving its information management system. Moreover, FET continuously introduces international standard certification to the key operational processes. It shows not only a high degree of self-management, but also great commitment to information security and customer information protection.

7-2 Employees behavior and Code of Ethics:

It is necessary for each employee to sign the "Code of Ethics and Business Conduct" and "Non-disclosure Agreement" and declare his/her agreement to comply with the "Work Rules" in his/her "Employment Contract". The said documents will be kept in the employees' files and disclosed on the Company's intranet to be available to all employees. The contents of the documents are briefed as follows:

- Code of Ethics and Business Conduct, including: (1) to avoid activities for personal gains; (2) the responsibility for making good use of Company resources; (3) confidentiality of the Company's information; (4) the fair transaction; (5) compliance of the rules and regulations; (6) prevent the conflicts of interests; (7) the responsibility for ensuring the Company's use of gifts and premiums complies with the commercial customs, laws and code of ethics.
- Non-disclosure Agreement, including (1) definition of confidential information; (2) assignment of rights; (3) non-disclosure obligation; (4) legal effect for breach of the agreement and obligation thereof; (5) effect upon termination of the employment relationship; (6) successors and assignment of rights; (7) governing law and jurisdiction.
- Employment Contract, including (1) date of hire; (2) salary; (3) bonus; (4) benefit; (5) special leave; (6) insurance; (7) transfer; (8) work hours; (9) health examination; (10) code of management.
- Work Rules passed by the Labor-Management Conference and sent for approval to the Taipei City Department of Labor. This includes (1) employment, severance and resignation; (2) wage and bonus; (3) work hours, rest, vacation and leave; (4) retirement; (5) performance appraisal and reward/punishment; (6) compensation and pension for occupation disaster; (7) benefit measures and health and safety.

7-3 The Company has established the "Internal Material Information Disclosure Procedure" and proceeded to promote as follows:

- (1) At least once a year, when the board meeting minutes are approved and sent, the "Internal Material Information Disclosure Procedure" are provided to the directors for their awareness.
- (2) The "Internal Material Information Disclosure Procedure" would be provided to new insiders when they signed "Manager's Declaration".
- (3) The Company promotes not only the "Internal Material Information Disclosure Procedure", but also the "Insider Trading" related information posted on TWSE (Taiwan Stock Exchange Corporation) website with the e-mail for the declaration of shareholding variation to remind insiders every month.
- (4) The Company's insiders and employees are required to sign the "Confidential Agreement" when joining the Company.
- (5) Dissemination of "prevention Insider Trading" course in 2024 as follows:

Date	Object	Course Name	Course content	Hours	Attendance
2024.09	All Employees	Prevention Insider Trading in Y2024	1. What is insider trading? 2. Constituent elements of insider trading 3. Internal notification process of the company 4. Highlights	1,321	5,284

3-8. Execution of Internal Control System

(1) The Declaration of Internal Control System:

Far EasTone Telecommunications Co., Ltd.
Internal Control System

Date: February 20, 2025

The Company states the following with regard to its internal control system during 2024, based on the findings of a self-evaluation:

1.The Company is fully aware that establishing, operating, and maintaining an internal control system are the responsibility of its Board of Directors and management. The Company has established such a system aimed at providing reasonable assurance of the achievement of objectives in the effectiveness and efficiency of operations (including profits, performance, and safeguard of asset security), reliability, timeliness, transparency of our reporting, and compliance with applicable rulings, laws, and regulations.

2.An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing the three goals mentioned above. Furthermore, the effectiveness of an internal control system may change along with changes in environment or circumstances. The internal control system of the Company contains self-monitoring mechanisms, however, and the Company takes corrective actions as soon as a deficiency is identified.

3.The Company judges the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies promulgated by the Securities and Futures Commission, Ministry of Finance (hereinbelow, the "Regulations"). The internal control system judgment criteria adopted by the Regulations divide internal control into five elements based on the process of management control: 1. control environment 2. risk assessment 3. control activities 4. information and communications 5. monitoring. Each element further contains several items. Please refer to the Regulations for details.

4.The Company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.

5.Based on the findings of the evaluation mentioned in the preceding paragraph, the Company believes that as at December 31, 2024 its internal control system (including its supervision of subsidiaries), encompassing internal controls for knowledge of the degree of achievement of operational effectiveness and efficiency objectives, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws, and regulations, was effectively designed and operating, and reasonably assured the achievement of the above-stated objectives.

6. This Statement will become a major part of the content of Far Eastern New Century Corporation's Annual Report and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Law.

7.This statement has been passed by the Board of Directors Meeting of the Company held on 20, February, 2025, where none of the 11 attending directors expressed dissenting opinions, and the remainder all affirmed the content of this Statement.

Far EasTone Telecommunications Co., Ltd.

Chairman : Douglas Tong Hsu

President : Chee Ching

(2) CPA Engagement for Internal Control Review: None.

3-9. From last year to the Annual Report being published, major resolution of Shareholder's Meetings and Board Meetings

(1) Major Resolutions and Execution status of 2024 Shareholders' Meetings

Date	Resolutions of Shareholders' Meeting	Execution
June 21, 2024 Major Resolutions in the Annual Shareholders' Meeting of Year 2024	Matters to be ratified 1. Approval of the Year 2023 closing report (Including business report).	
	2. Approval of the proposal regarding Year 2023 earnings distribution.	July 16, 2024 was fixed as the record date of ex-cash dividends, and cash dividends were paid on August 07, 2024. (Cash dividend per share is NT\$2.635)
	Matters to be discussed and election 1. Approve the cash distribution from capital reserve.	July 16, 2024, was fixed as the record date of ex-cash dividends, and cash dividends were paid on August 07, 2024. (Cash dividend per share is NT\$0.615)
	2. Approval of the amendment of "Articles of Incorporation"	Operated in accordance with the revised procedure.
	3. Election of new Directors of the Company	New Director Information: Director: (1) Douglas Hsu, Representative of Yuan Ding Investment Corporation (2) Peter Hsu, Representative of Yuan Ding Investment Corporation (3) Jan Nilsson, Representative of Yuan Ding Investment Corporation (4) Champion Lee, Representative of Yuan Ding Co., Ltd. (5) Jeff Hsu, Representative of Yuan Ding Co., Ltd. (6) Jiann-Chuang Wang, Representative of U-Ming Marine Transport Corporation (7) Bonnie Peng, Representative of Asia Investment Corporation Independent directors: (1) Jyuo-Min Shyu (2) Ta-Sung Lee (3) Tain-Jy Chen (4) Chung-Huey Huang
	4. To release the non-competition restriction on directors.	To proceed according to the resolution.
The above resolutions were announced by our company on June 21, 2024, on the Market Observation Post System.		

(2) Major Resolutions of Board Meetings

Date	Resolutions of the Board Meetings
February 22, 2024	(1) Approval of the 2023 business report of the Company. (2) Approval of the 2023 directors' and employees' compensation of the Company. (3) Approval of the 2023 consolidated financial statements and annual financial statements and other matters of the Company. (4) Approval to distribute cash dividend of 2023 from retained earnings and capital surplus. (5) Approval of the re-election of the directors of the Company. (6) Approval of the dates and agenda of the Company's 2024 Annual Shareholders' Meeting. (7) Approval of the 2024 business plan and summary consolidated financial forecast. (8) Approval of the 2024 appointment, compensation, assessment result of expertise, independence and suitability of Certified Public Accountant (CPA), and 2023 non-assurance services list. (9) Approval of the Declaration of Internal Control System of the Company.
May 3, 2024	(1) Approval to review and examine the Director candidates' qualifications. (2) Approval of the release of the non-competition restriction on directors in accordance with Article 209 of the Company Act. (3) Approval of the amendments to the "Articles of Incorporation" and other related regulations of the Company. (4) Approval of the additions to the agenda of the 2024 Annual Shareholders' Meeting. (5) Approval of the Q1 2024 consolidated financial statements of the Company. (6) Approval of the issuance of domestic unsecured corporate bond not exceeding NT\$8 billion. (7) Approval of the release of recent competition restriction on managerial officers of the Company. (8) Approval of the appointment of Vice President and above of the Company. (9) Approval of the 2024 Corporate Performance Incentive Plan of the Company. (10) Approval of the renaming of the "Risk Management Committee" of the Company and approve the amendment of the Policy and Charter accordingly. (11) Approval of the proposed amendment of transaction terms for the procurement of offshore wind power of the Company.
June 21, 2024	(1) To elect the Chairman and Vice Chairman of the tenth term Board of Directors of the Company. (2) Approval of the Company to sign a part-time project contract for academic-industry cooperation personnel with National Yang Ming Chiao Tung University. (3) Approval of the Company to sign an academic-industry collaboration Letter of Intent and Agreement for Full-time Faculty to take part-time position in profit-making businesses or organizations with National Taipei University.
August 8, 2024	(1) Approval of the Q2 2024 consolidated financial statements of the Company. (2) Approval of the appointment of the 6th term Remuneration Committee Members of the Company.. (3) Approval of the appointment of the 3rd term Risk Management and Information Security Committee of the Company. (4) Approval of the 2023 Sustainability Reports. (5) Approval of the important sustainability matters of the Company. (6) Approval of the amendments to the "Internal Control System" of the Company.. (7) Approval of the "Procedures of Related Party Transaction Management" and renaming it as "Rules Governing Financial and Business Matters Between this Corporation and its Related Parties" of the Company. (8) Approval of the amendments to the "Rules of Order for the Board of Directors Meeting" of the Company.
November 7, 2024	(1) Approval of the Q3 2024 consolidated financial statements of the Company. (2) Approval of the Q1 2025 Critical Capital Expenditure budget of the Company. (3) Approval of the amendments to the "Internal Control System" of the Company. (4) Approval of the 2025 Audit Plan of the Company. (5) Approval of the release of the recent competition restriction on managerial officers of the Company. (6) Approval of the proposed amendment of transaction terms for the procurement of offshore wind power of the Company. (7) Approval of the contractual matters between the Company and A Company. (8) Approval of the donation to the Telecommunication and Transportation Foundation with a total amount of NT\$6,000,000.

Date	Resolutions of the Board Meetings
February 20, 2025	(1) Approval of the 2024 business report of the Company. (2) Approval of the 2024 directors' and employees' compensation of the Company. (3) Approval of the 2024 consolidated financial statements and annual financial statements of the Company. (4) Approval to distribute cash dividend of 2024 from retained earnings and capital surplus. (5) Approval of the amendments to the "Articles of Incorporation" and other related regulations of the Company. (6) Approval of the issuance of Employee Restricted Stock Awards for Year 2025. (7) Approval of the dates and agenda of the Company's 2025 Annual Shareholders' Meeting. (8) Approval of the Year 2025 business plan and consolidated financial forecast. (9) Approval of 2025 appointment, compensation, assessment result of independence and suitability of Certified Public Accountant (CPA), and 2024 non-assurance services list. (10) Approval of the investment of "PRO360 Inc." with an amount of NT\$28,220,076. (11) Approval of the appointment of Vice President and above of the Company. (12) Approval of the Declaration of Internal Control System of the Company.

3-10. From last year up to the Annual Report being published, dissenting comments on major Board Resolutions from Board Directors: None.

4. Certified Public Accountant (CPA) Professional Fee Information

4-1. Information of CPA

2024/12/31; Unit: NT\$'000

Accounting Firm	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Note
Deloitte & Touche	Yung-Hsiang Chao	2024.01.01~2024.12.31	11,910	1,980	13,890	Non-audit public expenses are mainly tax visas and review opinion service public fee
	Chih-Ming Shao	2024.01.01~2024.12.31				

4-2. If the audit fees of the year in which the company changes CPA firm is lower than that of the prior year, specify the amount of audit fee before and after, and the reason: Not applicable.

4-3. If the audit fee dropped year on year by more than 10%, specify the amount, percentage, and reason for the reduction: Not applicable.

5. Change of Certified Public Accountant (CPA)

None.

6. The Company's Chairman, President, and Managers Responsible for Finance or Accounting Who Have Held a Post in Company's Audit Firm or its Affiliations in the Last Year

None.

7. Shares Transferred and Changes in Share Pledge by Directors, Managers and Shareholder with a Stake of More than 10% from Last Year up to the Annual Report being Published

7-1. Shareholding Variation:

Title	Name	2024		2025/01/01 ~ 2025/02/28	
		Shares Increased (Decreased)	Pledged Shares Increased (Decreased)	Shares Increased (Decreased)	Pledged Shares Increased (Decreased)
Chairman	Douglas Hsu, Representative of Yuan Ding Investment Corporation (Note 1)	0 *0	0 *0	0 *0	0 *0
Vice Chairman	Peter Hsu, Representative of Yuan Ding Investment Corporation (Note 1)	0 *0	0 *0	0 *0	0 *0
Independent Director	Lawrence Juen-Yee LAU (Note 2)	NA	NA	NA	NA
Independent Director	Jyuo-Min Shyu	0	0	0	0
Independent Director	Ta-Sung Lee	0	0	0	0
Independent Director	Tain-Jy Chen (Note 3)	0	0	0	0
Independent Director	Chung-Huey Huang (Note 3)	0	0	0	0
Director	Jan Nilsson, Representative of Yuan Ding Investment Corporation (Note 1 & 4)	0 *0	0 *0	0 *0	0 *0
Director	Chi-Kuo Mao, Representative of Yuan Ding Investment Corporation (Note 1 & 5)	0 *0	0 *0	0 *0	0 *0
Director	Champion Lee, Representative of Yuan Ding Co., Ltd.	0 *0	0 *0	0 *0	0 *0
Director	Jeff Hsu, Representative of Yuan Ding Co., Ltd.	0 *0	0 *0	0 *0	0 *0
Director	Jiann-Chyuan Wang, Representative of U-Ming Marine Transport Corporation	0 *0	0 *0	0 *0	0 *0
Director	Bonnie Peng, Representative of Representative of Asia investment Corporation	0 *0	0 *0	0 *0	0 *0
Director	Toon Lim, Representative of Din Yuang Investment Co., Ltd. (Note 2)	NA *NA	NA *NA	NA *NA	NA *NA
President	Chee Ching	0	0	30,000	0
Executive VP	Philip Tseng	0	0	0	0
Executive VP	Jason Kuo	0	0	0	0
Executive VP	Peter Hu	10,000	0	0	0
Executive VP	Sharon Lin	0	0	0	0
Sr. VP	Eric Chu	0	0	0	0
Sr. VP	Brian Chao	0	0	0	0
Sr. VP	Andy Tu	0	0	0	0
Sr. VP	Vivian Lee	0	0	0	0
Sr. VP	Charlene Lin	0	0	0	0
VP	Jessie Teng	0	0	0	0
VP	Belinda Chen	0	0	0	0
VP	Lopes Lu	0	0	0	0
VP	Eddie Kao	0	0	0	0
VP	James Lee	0	0	0	0
VP	Mark Lee	0	0	0	0
VP	Paul Yang	0	0	0	0
VP	Jessica Sung	0	0	0	0
VP	Roger Lin	0	0	0	0
VP	Andy Kuo	0	0	0	0
VP	Dave Lu	0	0	0	0
VP	Tiffany Yu	0	0	0	0
VP	Tim Liu	0	0	0	0
VP	Jason Chu	0	0	0	0
Senior Director	Gary Tsai	0	0	0	0
Senior Director	Joyce Chen	0	0	0	0

Title	Name	2024		2025/01/01 ~ 2025/02/28	
		Shares Increased (Decreased)	Pledged Shares Increased (Decreased)	Shares Increased (Decreased)	Pledged Shares Increased (Decreased)
Senior Director	Peggy Peng	0	0	0	0
Senior Director	Milly Lin	0	0	0	0
Senior Director	Maurice Tsai	0	0	0	0
Senior Director	Kay Huang	0	0	0	0
Senior Director	Adam Wong	0	0	0	0
Senior Director	TK Han	0	0	0	0
Senior Director	James Yen	0	0	0	0
Senior Director	Vivian Chiang	0	0	0	0
Senior Director	Angus Yang	0	0	0	0
Senior Director	Howard Chang	22,046	0	0	0
Senior Director	Anson Tsai	0	0	0	0
Senior Director	Kai Lin	0	0	0	0
Senior Director	Leon Li	0	0	0	0
Senior Director	Linda Chang	0	0	0	0
Senior Director	Eric Chen	0	0	0	0
Senior Director	Allan Lee	0	0	0	0
Senior Director	Gary Lai	0	0	0	0
Senior Director	Stacy Chang	0	0	0	0
Senior Director	Jason Chen	0	0	0	0
Senior Director	Kevin Chang	0	0	0	0
Chief Auditor	Iris Su	0	0	0	0
Senior Director	Ada Lin	0	0	0	0

*Number of shares held and shareholding percentage of the individual representative.

Note 1: Who are the major shareholders that hold over 10% share.

Note 2: Stepped down on June 21, 2024.

Note 3: Newly appointed on June 21, 2024.

Note 4: Passed away on July 24, 2024.

Note 5: Newly appointed on September 16, 2024.

7-2. Information on Related Parties Involved in Shareholding Transfer: None

7-3. Information on Related Parties Involved in Shareholding Pledged: None

8. Relationship between Top Ten Shareholders defined as Related Parties, Spouse or a Relative within Two Degrees

2024/07/16

Name	Current Shareholding		Spouse & Minor Children's Shareholding		Shareholding in Name of Others		Name, relationship of top ten shareholders are Spouses of within 2 degrees of consanguinity to each other		Note
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Yuan Ding Investment Corporation	1,066,657,614	29.58	N/A	N/A	0	0.00	Asia Cement Corporation	Same Chairman as Asia Cement Corporation	
Chairman & Representative: Douglas Hsu	0	0.00	0	0.00	0	0.00	Peter Hsu	Brother	
Representative: Peter Hsu	0	0.00	0	0.00	0	0.00	Douglas Hsu	Brother	
Representative: Jan Nilsson	0	0.00	0	0.00	0	0.00	None	None	
Cathay Life Insurance Co., Ltd.	177,876,000	4.93	N/A	N/A	0	0.00	None	None	
Chairman: Ming-Ho Hsiung	0	0.00	0	0.00	0	0.00	None	None	
Shin Kong Life Insurance Co., Ltd.	174,862,000	4.85	N/A	N/A	0	0.00	None	None	
Chairman: Mark Wei	0	0.00	0	0.00	0	0.00	None	None	
Asia Cement Corporation	144,577,945	4.01	N/A	N/A	0	0.00	Yuan Ding Investment Corporation	Same Chairman as Yuan Ding Investment Corporation	
Chairman: Douglas Hsu	0	0.00	0	0.00	0	0.00	None	None	
Fuh Hwa Taiwan Technology Dividend Highlight ETF	140,500,000	3.90	N/A	N/A	0	0.00	None	None	
Hon Hai Precision Industry Co., Ltd.	117,083,577	3.25	N/A	N/A	0	0.00	None	None	
Chairman: Young Liu	0	0.00	0	0.00	0	0.00	None	None	
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	108,135,000	3.00	N/A	N/A	0	0.00	None	None	
Chunghwa Post Co., Ltd.	106,107,696	2.94	N/A	N/A	0	0.00	None	None	
Chairman: Kwo-Tsai Wang	0	0.00	0	0.00	0	0.00	None	None	
Labor Pension Fund (New Scheme)	54,054,600	1.50	N/A	N/A	0	0.00	None	None	
Yuanta Taiwan High Dividend Low Volatility ETF	52,138,000	1.45	N/A	N/A	0	0.00	None	None	

Information Sources: Market Observation Post System, Commerce Industrial Services Portal, and company's website.
 Note: This is the latest information on the suspension of transfer of ownership for the company.

9. Comprehensive Shareholding Information Relating to Company, Directors, Managers, and Companies Affiliated through Direct and Indirect Investment

2024/12/31; Unit: share; %

Affiliated Company (Note)	Investment of the Company		Directors, Managements and Direct or Indirect Investment of the Affiliated company		Consolidated Investment	
	Shares	%	Shares	%	Shares	%
New Century InfoComm Tech Co., Ltd.	2,100,000,000	100.00	-	-	2,100,000,000	100.00
Far Eastern Electronic Toll Collection Co., Ltd.	118,250,967	39.42	80,729,853	26.91	198,980,820	66.33
ARCOA Communication Co., Ltd.	82,762,221	61.63	9,025,890	6.72	91,788,111	68.35
Yuanshi Digital Technology Co., Ltd.	80,403,546	98.96	374,968	0.46	80,778,514	99.42
KGEx.com Co., Ltd.	68,897,234	99.99	-	-	68,897,234	99.99
Field Delivery Service Co., Ltd.	8,959,769	34.41	2,249,649	8.64	11,209,418	43.05
IDEAWORKS Entertainment Co., Ltd.	8,250,000	50.00	-	-	8,250,000	50.00
Asia Pacific Telecom Hong Kong Co., LTD.	7,800,002	100.00	-	-	7,800,002	100.00
Ding Ding Integrated Marketing Service Co., Ltd.	5,446,644	15.00	23,602,125	65.00	29,048,769	80.00
Yuan Cing Co., Ltd.	3,680,000	100.00	-	-	3,680,000	100.00
Sustaihub INC.	2,000,000	20.00	-	-	2,000,000	20.00
FarEastone Insurance Agency Co., Ltd.	500,000	100.00	-	-	500,000	100.00
Far Reach Entertainment Co., Ltd.	100,000	100.00	-	-	100,000	
Far Eastern Info Service (Holding) Ltd.	1,200	100.00	-	-	1,200	100.00
New Diligent Co., Ltd.	-	-	54,000,000	100.00	54,000,000	100.00
DataExpress Infotech Co., Ltd.	-	-	22,890,521	70.00	22,890,521	70.00
Prime EcoPower Co., Ltd.	-	-	16,000,000	100.00	16,000,000	100.00
Mission International Co., Ltd.	-	-	16,000,000	100.00	16,000,000	100.00
Information Security Service Digital United Inc	-	-	15,153,784	96.76	15,153,784	96.76
Nextlink Technology Co., Ltd.	-	-	12,743,907	57.66	12,743,907	57.66
Digital United (Cayman) Ltd.	-	-	10,320,000	100.00	10,320,000	100.00
Microfusion Technology Co., Ltd.	-	-	5,933,400	100.00	5,933,400	100.00
JuAn Long-Age Co., Ltd.	-	-	1,000,000	25.00	1,000,000	25.00
Sino Lead Enterprise Limited	-	-	30,000	100.00	30,000	100.00
Drive Catalyst SPC-SP Tranche Two	-	-	8,000	25.00	8,000	25.00
Drive Catalyst SPC-SP Tranche Three	-	-	8,000	25.00	8,000	25.00
Drive Catalyst SPC-SP Tranche One	-	-	4,000	25.00	4,000	25.00
Home Master Technology Ltd.	-	-	-	100.00*	-	100.00*
Digital United Information Technologies (Shanghai) Ltd.	-	-	-	100.00*	-	100.00*
Nextlink (HK) Technology Co., Ltd.	-	-	-	100.00*	-	100.00*
Nextlink (Shanghai) Technology Co., Ltd.	-	-	-	100.00*	-	100.00*
Microfusion (HK) Technology Co., Ltd.	-	-	-	100.00*	-	100.00*
Microfusion Technology (MY) SDN. BHD.	-	-	1,000,000	100.00	1,000,000	100.00
Nextlink (SG) TECHNOLOGY PTE. LTD.	-	-	100,000	100.00	100,000	100.00

*The ratio is based on the proportion of investor company's contributions to the registered capital.
Note : Investment accounted for using equity-method.

Fund Raising Status

- 1. Capital and Shares**
- 2. Issuance of Corporate Bonds**
- 3. Preferred Shares**
- 4. Issuance of Overseas Depository Receipt**
- 5. Employee Stock Options**
- 6. Employee Restricted Stock Options**
- 7. Share Issued for Mergers or Acquisitions**
- 8. Fund Utilization Plans and Status**

1. Capital and Shares

1-1 History of Capitalization

2025/02/28

Year. Month	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remarks		
		Shares ('000)	Amount (NT\$'000)	Shares ('000)	Amount (NT\$'000)	Source of Capital	Non-Monetary Capital Expansion	Other
2024.01	10	4,200,000	42,000,000	3,605,705	36,057,054	Capital Increase through Merger NT\$3,472,046 thousands	None	2024.1.15 MOEA Ruling Ref.No.11230245170

2025/02/28; Unit:'000 Shares

Type of Stock	Authorized Capital			Note
	Shares Outstanding	Un-issued	Total	
Common Shares	3,605,705	594,295	4,200,000	Listed stock, including 93,441 private placement common share

Note : According to Article 179 of the Company Act, a shareholder shall have one voting power in respect of each share in his/her/its possession.

Information for Shelf Registration: Not Applicable.

1-2 Top 10 Major Shareholders

2024/07/16 (Note)

Major Shareholders	Shares	Shares	%
Yuan Ding Investment Corporation		1,066,657,614	29.58
Cathay Life Insurance Co., Ltd.		177,876,000	4.93
Shin Kong Life Insurance Co., Ltd.		174,862,000	4.85
Asia Cement Corporation		144,577,945	4.01
Fuh Hwa Taiwan Technology Dividend Highlight ETF		140,500,000	3.90
Hon Hai Precision Industry Co., Ltd.		117,083,577	3.25
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF		108,135,000	3.00
Chunghwa Post Co., Ltd.		106,107,696	2.94
Labor Pension Fund (New Scheme)		54,054,600	1.50
Yuanta Taiwan High Dividend Low Volatility ETF		52,138,000	1.45

Note: This is the latest information on the suspension of transfer of ownership for the company.

1-3 Dividend Policy

(1) Dividend Policies under the Articles of Incorporation

The dividend payout ratio each fiscal year shall be no less than 50% of the final surplus, which is the sum of the after-tax profit of the fiscal year to withhold previous loss, if any, legal reserve and special reserve as required by law; while cash dividend declared by the Corporation shall be no less than 50% of the total dividends distributed that year; provided, however, depending on whether the Corporation has any financial structure improvement or major capital expenditure plans in the year, the earnings unallocated and accumulated in the preceding year may be distributed, and the payout ratio and percentage of cash dividend may be raised or lowered by a resolution adopted at the shareholders' meeting.

With pay-out dividends over past three years, the dividend payout ratios from 2022-2024 were 110%, 105% and 100% respectively. All dividend payout ratios are all in accordance with the Articles of Incorporation of FET that outline that the cash dividend declared by the Company shall be no less than 50% of the total dividends distributed that year. Please see the table below for details:

Unit: NT\$/share

Year	EPS after income tax (A)	Cash Dividend from retained earnings (B)	Cash Dividend from the capital surplus and legal reserve (C)	Total of the Cash Dividend (B+C=D)	Payout Ratio(D/A)	Cash Payout Ratio(B+C)/D
2022	2.95	2.379	0.871	3.25	110%	100%
2023	3.10(Note)	2.635	0.615	3.25	105%	100%
2024	3.56	3.188	0.372	3.56	100%	100%

*FET didn't distribute any stock dividend in recent three years.

Note: 2023 EPS of \$3.10 is based on the year-end common shares outstanding of 3,605.7mn.

(2) Dividend Allocation proposed to be approved at the Annual Shareholders' meeting

The 2024 cash dividend distribution proposal resolved by the Board of Directors on February 20, 2025, will be proposed to the 2025 Annual Shareholders' Meeting as follows: Distributes cash dividend of NT\$ 11,494,988,678 from retained earnings, NT\$3.188 per share, and distributes cash of NT\$ 1,341,322,393 from capital surplus, NT\$ 0.372 per share, totaling cash NT\$ 3.56 per share.

1-4 Impact of Stock Dividend Distribution on Business Performance, EPS and Return on Investment:

FET did not distribute any stock dividend, thus it's not applicable.

1-5 Employees and Directors' Remuneration

(1) Description regarding compensation for employees and Directors in the Articles of Incorporation:

The standard is set according to Articles of Incorporation of the Company: "If there is profit for the current year, the Company shall set aside 1%~2% of it as compensation for employees and, shall set aside not more than 1% of it as compensation for Directors. If there is an accumulated loss on the books of the Company, a portion of the profit equaling the loss shall first be set aside to cover the latter.

(2) The accounting treatment for the differences between actual and accrued amount of remuneration for employees and Directors:

Prior to the release date of annual financial reports, material differences between the accruals and the amount resolved by the Board of Directors are adjusted in the current (financial reporting) year. After the release of annual financial reports, if the actual amount differs from the amount resolved by the Board of Directors, the differences will be recorded and adjusted in the following (financial reporting) year as changes in accounting estimate.

(3) Status of remuneration distribution to the Board of Directors:

A. The differences between employees and Directors' remuneration distributed from the 2024 earnings by cash resolved by the Board of Directors on February 20, 2025, and the accrued amount in the year the remunerations were recognized as expenses are as follows:

Unit: NT\$'000

Amount \ Item	Remuneration to Employees	Remuneration to Directors	Treatment of Discrepancy
Accrued Amount (A)	301,914	108,689	The differences are recorded as a change in accounting estimate and will be adjusted in 2025.
Proposed Distribution (B)	301,914	90,574	
Variance (B) - (A)	0	18,115	

B. Proposed employee remuneration by shares as percentages of net income and total employee remuneration: It is resolved to be distributed by cash; hence it is not applicable.

(4) Remuneration to employees and Directors in the previous fiscal year:

The difference between cash remuneration actual distributed to employees and Directors from the 2023 earnings, which has been resolved by the Board of Directors on February 22, 2024, and the accrued remuneration amount recognized as expenses are as follows:

Unit: NT\$'000

Amount \ Item	Remuneration to Employees	Remuneration to Directors	Treatment of Discrepancy
Recognized Accrued Amount (A)	218,885	78,799	None`
Actual Distribution (B)	218,885	78,799	
Variance (B) - (A)	0	0	

1-6 Shares buyback by the Company: None.

2. Issuance of Corporate Bonds

2-1 Information of unretired corporate bonds and unissued corporate bonds for which an issuance is currently under preparation and impact on shareholders' equity should be disclosed in compliance with Article 248 of the Company Act:

Until the Annual Report being published, the Company has issued corporate bonds with total outstanding amount NT\$30.1 billion, terms and impacts on shareholders' equity disclosed as below. The Company's subsidiaries currently do not issue corporate bonds.

Issuance	2018 Domestic 1 st Unsecured Corporate Bond	2019 Domestic 1 st Unsecured Corporate Bond	2019 Domestic 2 nd Unsecured Corporate Bond	2020 Domestic 1 st Unsecured Corporate Bond	2020 Domestic 2 nd Unsecured Corporate Bond
Issue Date	2018.05.07	2019.06.25	2019.12.20	2020.03.16	2020.06.02
Denomination	NT\$10,000,000	NT\$10,000,000	NT\$10,000,000	NT\$10,000,000	NT\$10,000,000
Issue Price	At par value	At par value	At par value	At par value	At par value
Total Amount	NT\$5,000,000,000 (A Issue: NT\$1,500,000,000) (B Issue: NT\$3,500,000,000)	NT\$5,000,000,000 (A Issue: NT\$3,200,000,000) (B Issue: NT\$1,800,000,000)	NT\$3,100,000,000 (A Issue: NT\$2,600,000,000) (B Issue: NT\$500,000,000)	NT\$5,000,000,000 (A Issue: NT\$1,500,000,000) (B Issue: NT\$2,500,000,000) (C Issue: NT\$1,000,000,000)	NT\$1,000,000,000
Coupon	A Issue:0.85% B Issue:1.01%	A Issue:0.75% B Issue:0.81%	A Issue:0.80% B Issue:0.85%	A Issue:0.67% B Issue:0.70% C Issue:0.77%	0.73%
Tenor and Maturity Date	A Issue: 5 years Maturity: 2023.05.07 B Issue: 7 years Maturity: 2025.05.07	A Issue: 5 years Maturity: 2024.06.25 B Issue: 7 years Maturity: 2026.06.25	A Issue: 7 years Maturity: 2026.12.20 B Issue: 10 years Maturity: 2029.12.20	A Issue: 5 years Maturity: 2025.03.16 B Issue: 7 years Maturity: 2027.03.16 C Issue: 10 years Maturity: 2030.03.16	7 years Maturity: 2027.06.02
Guarantor	None	None	None	None	None
Trustee	Chinatrust Commercial Bank	Chinatrust Commercial Bank	Chinatrust Commercial Bank	Chinatrust Commercial Bank	Chinatrust Commercial Bank
Underwriter	KGI Securities	KGI Securities	Capital Securities	Entrust Securities	KGI Securities
Legal Counsel	Lee and Li Attorney Grace Wang	Lee and Li Attorney Grace Wang	Lee and Li Attorney Grace Wang	Lee and Li Attorney Grace Wang	Lee and Li Attorney Grace Wang
Auditor	Deloitte & Touche CPA, An-Hwei Lin	Deloitte & Touche CPA, An-Hwei Lin	Deloitte & Touche CPA, An-Hwei Lin	Deloitte & Touche CPA, An-Hwei Lin	Deloitte & Touche CPA, An-Hwei Lin
Credit rating agency, rating date, bond ratings	Taiwan Ratings Corp. twAA- (2018.01.09)	Taiwan Ratings Corp. twAA- (2019.01.25)	Taiwan Ratings Corp. twAA- (2019.01.25)	Taiwan Ratings Corp. twA+ (2020.01.21)	Taiwan Ratings Corp. twA+ (2020.01.21)
Repayment	Bullet repayment	Bullet repayment	A issue: Repay 50% of principal each in the 6 th & 7 th year. B Issue: Repay 50% of principal each in the 9 th & 10 th year.	Bullet repayment	Bullet repayment
Outstanding Balance	NT\$3,500,000,000	NT\$1,800,000,000	NT\$3,100,000,000	NT\$5,000,000,000	NT\$1,000,000,000
Redemption or Early Repayment Clause	None				
Covenants	None				
Other rights of Bond holders	Amount of converted or exchanged into common shares, ADRs or other securities	Not applicable			
	Rules governing issuance or conversion (Exchanged or subscription)	Not applicable			
Dilution Effect and other adverse effects on existing shareholders	No				
Custodian of exchanged securities	Not applicable				

2025/02/28

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2025/02/28

Issuance	2023 Domestic 3 rd Unsecured Corporate Bond(Social Bond)	2024 Domestic 1 st Unsecured Corporate Bond
Issue Date	2023.07.31	2024.03.12
Denomination	NT\$10,000,000	NT\$10,000,000
Issue Price	At par value	At par value
Total Amount	NT\$2,100,000,000 (A Issue: NT\$1,300,000,000) (B Issue: NT\$800,000,000)	NT\$3,500,000,000 (A Issue: NT\$2,700,000,000) (B Issue: NT\$800,000,000)
Coupon	A Issue: 1.60% B Issue: 1.65%	A Issue: 1.68% B Issue: 1.72%
Tenor and Maturity Date	A Issue: 5 years Maturity: 2028.07.31 B Issue: 7 years Maturity: 2030.07.31	A Issue: 5 years Maturity: 2029.03.12 B Issue: 7 years Maturity: 2031.03.12
Guarantor	None	None
Trustee	Chinatrust Commercial Bank	TaiShin Bank
Underwriter	Capital Securities	Capital Securities
Legal Counsel	Lee and Li Attorney Abe Sung	Lee and Li Attorney Abe Sung
Auditor	Deloitte & Touche CPA, Yung-Hsiang Chao	Deloitte & Touche CPA, Yung-Hsiang Chao
Credit rating agency, rating date, bond ratings	Taiwan Ratings Corp. twA+ (2023.02.17)	Taiwan Ratings Corp. twA+ (2024.02.01)
Repayment	Bullet repayment	Bullet repayment
Outstanding Balance	NT\$2,100,000,000	NT\$3,500,000,000
Redemption or Early Repayment Clause	None	
Covenants	None	
Other rights of Bond holders	Amount of converted or exchanged into common shares, ADRs or other securities	Not applicable
	Rules governing issuance or conversion (Exchanged or subscription)	Not applicable
Dilution Effect and other adverse effects on existing shareholders	No	
Custodian of exchanged securities	Not applicable	

2-2 Convertible Bond: None.

2-3 Exchangeable Bond: None.

2-4 Shelf Registrations for Issuing Corporate Bonds: None.

2-5 Bond with Warrants: None.

3. Preferred Shares

None.

4. Issuance of Overseas Depository Receipt

None.

5. Employee Stock Options

None.

6. Employee Restricted Stock Options

None.

7. Share Issued for Mergers or Acquisitions

7-1 Information from Completed Merger or Acquisition from last year up to the Annual Report being published:

- (1) The lead underwriters' evaluation of any merger, acquisition, or issuance of new shares due to the share transfer from other companies in the previous quarter:

Date of completion of merger registration	2024.01.15
Impact of the merger on the company's business	After the merger with APT, the company integrated both parties' spectrum, network infrastructure, technology, marketing, and upstream and downstream ecosystem resources. This expanded the scale of operations and reduced operating costs. At the same time, through efficient resource allocation, the company developed various emerging 5G services and applications, enhanced its competitiveness, and expanded its diverse business operations. In summary, this indicates that the issuance of new shares for this merger has been beneficial to the company's business.
Impact of the merger on the company's finances	The company's consolidated operating revenue for the first four quarters of the year 2024 was NT\$104,622,553 thousand, an increase of NT\$10,932,136 thousand or 11.67% compared to the consolidated operating revenue of NT\$93,690,417 thousand for the same period last year. This indicates that the acquisition has had a positive impact on the company's finances.
Impact of the merger on shareholders' equity	After the merger with APT, the company leveraged spectrum integration to enhance operational performance and profitability. Additionally, resource reorganization strengthened market competitiveness, leading to revenue growth and reduced operating costs. As the various merger benefits gradually materialize, FET's operational scale and profitability will be effectively enhanced. This indicates that the issuance of new shares for this merger has had a positive impact on shareholders' equity.

Have the anticipated benefits of the merger materialized?	The merger base date for the issuance of new shares by FET was December 15, 2023. The change registration was completed on January 15, 2024. After the merger, the integration of resources between the two companies is expected to have positive benefits in terms of finances, business operations, and shareholders' equity. The anticipated merger benefits have gradually begun to materialize.
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(2) If the progress or effect of the implementation does not meet the goal in the previous quarter, please specify the influence on shareholders' equity and the improvement plan: Not Applicable.

7-2 Information from Shares Issued for Acquisition or due to Acquisition of shares of other companies from last year up to the Annual Report being published: None

7-3 Impact on shareholders' equity from Shares Issued for Merge or Acquisitions from last year up to the Annual Report being published: Not Applicable.

8. Fund Utilization Plans and Status

8-1 The company's capital allocation plans

- (1) For the period as of the quarter preceding the date of publication of the annual report, with respect to each uncompleted public issue or private placement of securities: None.
- (2) Those completed in the most recent 3 years but have not yet fully yielded the planned benefits: None.

8-2 Status of implementation

Analyze the implementation status of each plan mentioned in the preceding paragraph, comparing it with the originally expected benefits, up to the quarter preceding the date of publication of the annual report: None.

Operational Highlights

- 1. Business Activities**
- 2. Markets and Sales Overview**
- 3. Employee Information in Recent 2 Years up to the Annual Report being Published**
- 4. Environmental Protection Expenditure**
- 5. Employee Relations**
- 6. Information Security Management**
- 7. Major Contracts and Agreements**

1. Business Activities

1-1 Business Scope

(1) Major Business Items of FET and its subsidiaries as follows:

- Telecommunications Enterprises;
- Sales of communications products and office equipment;
- Call center services;
- Electronic Information Supply Services;
- Sale of communications products;
- Security and monitoring service via Internet;
- Research and design of computer system;
- Computer software, data processing and provision of network information;
- Film Production and Distribution Industry;
- Electric Power Supply;
- Energy Technical Services

(2) Operating Revenue Breakdowns

Unit: NT\$'000

Item	Year	2023		2024	
		Amount	%	Amount	%
Telecommunication Service Revenue		48,460,509	52	56,501,766	54
Others		45,229,908	48	48,120,787	46
Total		93,690,417	100	104,622,553	100

Note: The figures are on a consolidated basis.

(3) Existing Products and Services

A. Consumer Business

- **Wireless Telecommunication Services:**
Provide mobile services, including voice calls and data communication services. Those services are categorized into postpaid and prepaid according to payment methods.
- **Fixed Line Communication Services:**
Include domestic phone call service, long-distance call service, 007 international call service, 070 softphone, etc.
- **New Economy:**
We offer digital entertainment services such as friDay Video, Spotify, Ring-Back-Tone, friDay Shopping, and Super Tickets. Additionally, we provide services like Smart Plus, Direct Carrier Billing, online blessing lamps, insurance, and e-invoice Carrier to enhance convenience for FET users. Furthermore, we have launched security-related services like FET Network Security and other cybersecurity-related services to create a safer communication environment for our users.

B. Enterprise Business

- **Professional telecommunication integrated services:** Mobile service, broadband service, fixed network voice service, data communication service (Virtual Private Network & internet data center).
- **Microsoft LSP enterprise transformation services:** Far EasTone is the only Taiwanese telecom company to be certified as Microsoft Licensing Solutions Partner (LSP). Based on its own transformation experience, FET has rich practical experience in deployment of Microsoft cloud technologies and solutions, including cross-platform big data migration to the cloud, automatic management of cloud hybrid architecture, cloud security compliance, Microsoft Copilot technologies adoption, generative AI solution development, etc., and the experienced practical team can accelerate the enterprise transformation, to provide the comprehensive digital transformation services based on best practices for enterprises and government organizations.
- **Cloud services:** Integrate telecom resources and subsidiaries include Nextlink and Microfusion, with global cloud platforms vendors (e.g., AWS, Microsoft Azure, Broadcom/VMware, GCP); provide one-stop services incorporating deployment, construction, transfer, and maintenance; and formulate enterprise public, private, and hybrid cloud structures.
- **Information security services:** Integrate the professional information security consulting services of subsidiary Information Security Service Digital United Inc., to offer the safest and most reliable, as well as flexible and cost-effective, solutions for information security.

- **New economy:** Upholding the spirit of solving city governance and industrial pain points with innovative technology, leveraging core skills such as big data, AI, IoT, cloud and information security, integrating innovative 5G application to drive smart cities and industrial transformation, we customize flexible ICT integration services for corporate clients and government agencies and establishes multiple smart IoT applications, including smart city, smart healthcare, smart manufacturing, smart transportation, Smart Campus, and IoV. In response to the global trend of ESG and Taiwan's Pathway to Net-zero Emissions in 2050, we extend our energy-related portfolio to carbon management and provide solutions for sustainability transformation.

(4) New Products or Services under Development

A. Consumer Business

Driven by the brand spirit of "FET no distance", we continue to develop diversified digital services to meet consumers' needs and uplift user satisfaction. FET launched "FET Mobile Circle" in 2020, the first Telco super App that fulfill consumer needs of life, entertainment and telecom services, and FET Mobile Circle App continuously offer privileged services like "Super Tickets" and "VIP Zone" ... to reward our users. In addition, building upon the foundation of addressing diverse user needs in the App, we further leverage the extensive resources of FET to implement the "f coin" and friDay shopping birthday reward, integrating and enhancing the user experience. And won IDC's 《Future of Customer Experience Award》 Asia-Pacific winner in 2024 with above innovative services. In order to build safer communication network to FET users, we keep diligently developing and offering security related services and features such as AI-based incoming calling and SMS message fraud prevention mechanism, and 888 short code SMS ...etc. At the end of 2022, FET launched FET Guardian Network to address cybersecurity and children's online safety, providing multi-layered protection for user's internet security.

B. Enterprise Business

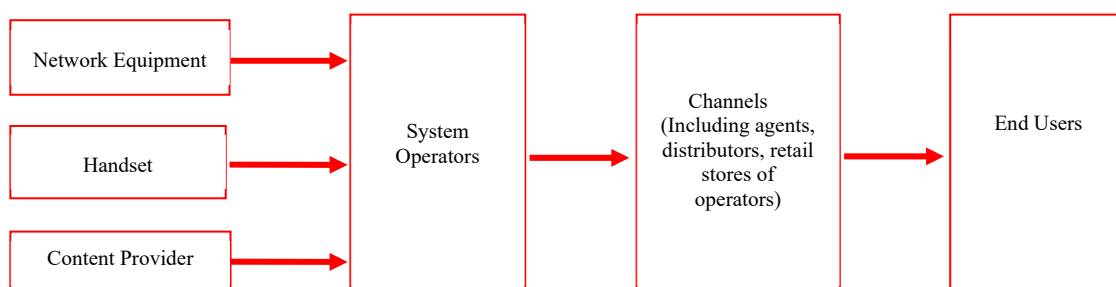
Mainly focusing on ICT integration and IoT applications of New Economic: FET takes advantage of NB IoT's features such as low power consumption, low costs, wide coverage, and a large number of connections to develop smart city applications and launch services such as smart street lights/poles, smart charging, energy management, uninterruptible traffic signal power system, microgrid, carbon management (Microsoft Cloud for Sustainability or SaaS), and Smart Health Solutions. At the same time, FET also actively develops 5G applications using big data, AI, and IoT, building a comprehensive big data/AI/IoT ecosystem across industries, fields, and domains with alliances, driving multiple vertical sites smart application development, and helping industries and cities transform and upgrade.

1-2 Industry Overviews

A. Consumer Business

(1) Industry Status and Development

According to the 2024 communication market survey conducted by the National Communications Commission (NCC), mobile service is the majority's choice when it comes to voice and data communications. Mobile data usage continues to grow while people have spent over 32 hours per week on the internet in average. According to NCC statistics, the mobile data transmission volume indicates 2.6% YoY growth in December 2024. As People rely on mobile internet for daily communication and digital services, and the increasing demand for quality internet experience, the 5G adoption rate continues to grow each month, providing sustained momentum for the development of the telecommunications industry.



In alliance with domestic, international professional and top partners, FET will continue to provide consumers with more diversified mobile applications and valuable customer experience by launching exclusive flagship mobile phones and connecting with new economic services to sustain momentum for revenue growth.

(3) Products and Services Development Trends

FET spends a lot of efforts in developing 5G network after acquiring the best 5G spectrum in the auction. FET utilize "AI cell site location" to maximize 5G network population coverage and user experience, proactively plan network construction in remote villages and lead green energy cell site to conduct ESG vision. And FET will continuously enhance our network quality and security, dedicate ourselves in developing innovative services, which would work greatly with our excellent network quality. Moreover, through integrating group resources and partnership with diverse companies, FET will strive to innovate in the fields of big data, artificial intelligence, and IoT, and lead the 5G revolution in Taiwan. FET established Startup Accelerator at the end of 2021 and recruited start-up teams every year. FET Provides all-round support for start-up team development tools, innovative technologies, verification and commercial transfer to drive the multi-faceted application on the consumer and enterprise side. Until December 2024, accumulated 41 start-ups supported, NT230 million in business opportunities created.

(4) Product Competitions Landscape

The mobile communication industry marked the first anniversary of two major mergers at the end of 2024. Compared to the prolonged price wars that characterized the telecommunications market in the past, the industry has now evolved into a tripartite competitive landscape. This shift has enabled telecommunications operators to prioritize value, quality, and service differentiation.

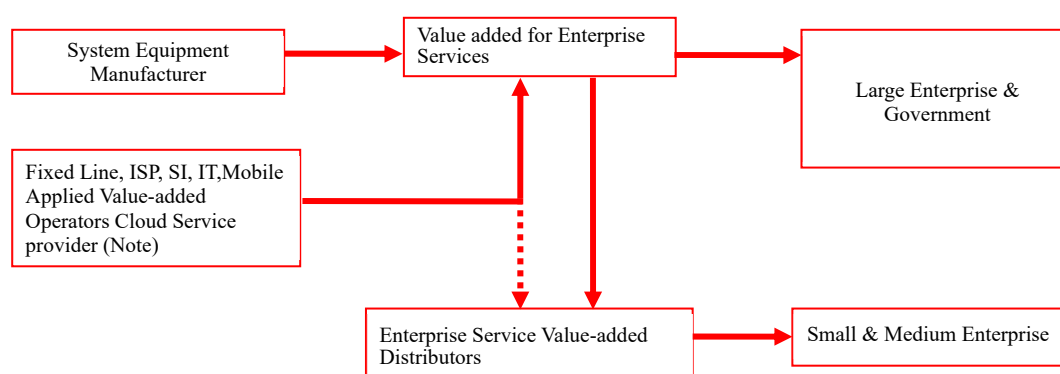
FET remains committed to enhancing customer experience across six key dimensions: network performance, cybersecurity, device selection, personalized digital services, in-store experience, and payment flexibility. By driving 5G adoption and improving ARPU (Average Revenue Per User), FET aims to optimize returns on its substantial investments in 5G spectrum and infrastructure while stimulating revenue growth within the mobile communications sector.

B. Enterprise Business

(1) Industry Status and Development

Recently, major international organizations have forecasted global economic growth for 2025. Due to weak investment, sluggish productivity growth, and high debt levels, global economic growth is estimated to fall within the range of 2.7% to 3.3%. In terms of corporate investment, technological innovation and the transition to green energy will be the main driving forces. Emerging technologies such as artificial intelligence and high-performance computing will drive the growth of high-tech industries. Overall, while global economic growth in 2025 will face many challenges, technological innovation and the transition to green energy will bring new opportunities for corporate investment.

(2) Industry Value Chain:



Note: Cloud service solutions of FET include cloud architecture planning, hybrid cloud platform establishment, service transfer, service data backup, service maintenance, etc. To provide customers with the most reliable and finest cloud services, the Company proactively forms strategic alliances or enters into agency agreements with the leading ICT software and hardware brands and system integrators. Enterprise customers can thus enjoy one-stop shopping and services and customer service efficiency and customer satisfaction would be enhanced.

(3) Products and Services Development Trends

FET continues to be customer-oriented and innovative. We are well-informed of the development trends in the technology market, introduce ICT integrated services such as cloud, big data and IoT, and provide customers with one-stop ICT solutions. At the same time, we extend our practical experience in digital transformation to build hybrid cloud and intelligent multi-cloud monitoring services from the inside out, assisting the government and enterprises in their digital transformation.

(4) Product Competitions Landscape

In the enterprise user market, Chunghwa Telecom, with its fixed network services and economies of scale, continues to be our primary competitor and industry leader. In addition to continuously improving the infrastructure and investing in the 5G Private network and smart manufacturing applications, and IoT technology research, the Enterprise and Carrier BU takes on a more aggressive approach in developing intelligence applications and solutions to fulfill the needs of various industries and government departments. Those applications and solutions cover sectors of smart city, smart transportation/Internet of Vehicle, smart medical treatment, and smart manufacturing. Meanwhile, many solution providers for energy management or carbon inventory management emerge along with the global ESG trend and we compete by integrating our energy-related solutions and carbon management system. We aim to differentiate ourselves from competitors in the enterprise market with strong innovation skills and integration ability plus flexible services.

1-3 Technology Development Overviews

(1) Major R&D Expenditure from last year up to the Annual Report being published

2025/2/28; Unit: NT\$'000

Item	Year	2024	2025/2/28
R&D Expenditure		474,480	88,758(Note 1)
Total Operating Revenue		104,622,553	17,227,312(Note 2)
R&D Expenditure as percentage of Total Operating Revenue (%)		0.45	0.52

Note 1: The R&D expenditure in 2025 is estimated based on the budget.

Note 2: The data for the year 2025 is self-reported.

(2) Products and Services Developed in the Recent Years and until the Annual Report being Published

Since the launch of 5G, consumers' behavior and lifestyle have changed drastically. In response to the movement, FET provides products and services ranging from entertainment, e-commerce, mobile finance, mobile network security and smart home services, and will play the leading role in the digital convergence era. Key highlights of FET and its subsidiaries' products and services are as follows:

Year	Service	Key highlights
2024	friDay Video	As the first local OTT platform to implement generative AI, friDay Video allows users to express their preferred genre, styles, and moods to the AI. Utilizing Azure OpenAI, it generates personalized recommendation lists. In March, friDay Video upgraded the feature to AI agent with an amicable robot design for the feature in March to attract more interaction. In November 2024, the platform introduced voice recognition to interact with the AI agent, enabling users to engage in conversations more conveniently through voice input. Furthermore, AI is employed to automatically analyze current news, generate curated lists, and keep them updated dynamically. This innovative use of AI transcends traditional search methods, helping users discover dramas and movies that were unlikely to be recommended in the past. Following the introduction of generative AI, both clicks and views have surged rapidly. By utilizing big data technology and generative AI, friDay Video introduced personal viewing history in 2024 to every subscriber in the beginning of 2025. Moreover, friDay Video is the first local OTT who use generative AI to generate a beautiful fairy as gifts to the user after analyzing the viewing history of that user. Based on user-centered platform design and rich multimedia content, friDay Video has ranked first in local OTT platform usage for four consecutive years according to a survey by Taiwan Creative Content Agency.
	friDay Shopping	1. Obtained eight AI-related patents to ensure that friDay Shopping's innovative ideas and technologies cannot be imitated or stolen, safeguarding our competitiveness. 2. Launched a shopping coin mechanism. 3. Increased cloud adoption, enabling all data needed to create product webpages to be generated from the cloud. 4. Developed four major systems: (1) Marketing Discount System: Automated and upgraded the in-site promotional mechanisms. (2) Shopping Cart System: A unified cart that uses AI to calculate the best discount combinations for customers. (3) Order ERP System: Redesigned orders into clear physical statuses, ensuring data accuracy and stability. (4) Optimized back-end operation systems for various roles.

Year	Service	Key highlights
2024	FET Guardian Network	FET launched FET Guardian Network series services in December 2022. One service is “Threat Protection” service, the other is “Parental control” service. No need to download app, customers will be protected under FET 4G, 5G network. This service targets those who are concerned with their cyber security and protection mechanism will block the risky website automatically. Parental control service targets parents who worry about their children’s cyber security and will block inappropriate websites for children and manage the time slot to access internet. FET Guardian Network services have accumulated over 900,000 adopters and monthly blocked 30 million risky website links for users in 2024.
	FET Mobile Circle App	"FET Mobile Circle" App officially surpassed 6 million users in 2024, creating a thriving mobile lifestyle ecosystem in the telecom industry. With over 300,000 unique daily visits and high monthly active user rates, the app not only leads to customer satisfaction with its rewards but also continuously introduces cross-industry services and diverse applications. It has become an indispensable app in users' daily lives. Furthermore, the “AI Smart Recommendations” feature not only drives the app's growth and increases user loyalty but also won IDC’s “Future of Customer Experience Award” Asia-Pacific winner in Nov-24.
	Smart Plus	The professional team provides 24-hour service and solves technical problems of mobile phones and 3C equipment with remote tools.
	Insurance Services	In addition to continuously providing comprehensive device protection insurance, FarEasTone's "Innovative Travel Insurance" was launched on the "Mobile Circle" app in Jun-24. This innovative insurance product demonstrates a new AI-based marketing approach and roaming contextual marketing. By successfully leveraging the traffic of the "Mobile Circle" app, the application experience is optimized, and the order conversion rate has increased several times.
	Health +	With the aim of resolving public health concerns, this App connects health devices and wearables sold from FET’s stores, providing interactive digital tools for blood sugar, blood pressure, sleep, and weight management. It also integrates medical, health promotion, and care services on a telemedicine platform, allowing institutional experts to access an individual's home health data during consultations or inquiries, realizing the concept of "consulting experts with health records."
	Smart Kids Watch	A smart watch with personal AI assistant. This watch offers parents a device choice, which can secure and communicate with their children with positioning and voice alarm functions.
	5G smart MR collaboration	Construct 5G low-latency and high-quality network coverage and architecture, combine AR equipment and AI to integrate 3D design drawing models, and then assist on-site staff to compare drawings and material specifications through AR equipment and AI, and guide the assembly of key components, reduce dependence on experience, improve assembly efficiency and accuracy
	5G smart industrial safety AI inspection	Base on highly stable and high-security 5G private network technology to fully cover the scope of enterprise sites, integrates AI image recognition application models, and then constructs site facility inspection/engineering operations and facility personnel safety monitoring operations, through drones and mobile AI-based judgments are performed on inspections using cameras and handheld devices to improve the efficiency and accuracy of personnel, plant management and facility inspection operations.
	Smart Intersection	5G is used to bridge connections for vehicles to network (V2N), vehicle to vehicle (V2V), vehicle to people (V2P), and vehicle to infrastructure (V2I) to enable real time control of signals, improve traffic flow, and elevate the safety of passers-by.
	Uninterruptible traffic signal power system	FET has in-house developed a monitoring platform which integrates intersection signal controllers and uses smart batteries as backup power. When there are abnormalities in the operation of utility power, the batteries will be activated automatically. This not only improves road and public safety but also prevents large amounts of carbon emissions arising from traffic congestion and vehicle idling due to traffic signal issues.
	Smart streetlamps	Participated in Taoyuan City’s full-scale replacement of energy-saving streetlamps and maintenance project, and more than 90,000 streetlamps were replaced as of 2024. The real-time remote monitoring and automatic fault reporting system has enabled the city government to control the schedule of the streetlamps within the city and optimize lighting and road environment for the public. The project emerged winner for two categories, Government Team Award - Excellence and Innovation Award, in the Ministry of Finance's 20th Golden Thumb Awards for PPP

Year	Service	Key highlights
2024	Energy Management System	Since 2022, FET has been implementing the "Air Conditioning in Every Classroom" project in junior high and elementary schools across nine counties and cities nationwide. By the end of 2024, the project has provided EMS energy management services to 1,222 schools and over 50,000 classrooms. In addition to acquiring the project of Wang'an Island Micro-grid in 2023, FET also obtained the first campus microgrid project in the country (at National Chung Hsing University), which is currently under construction. This technology earned FET the Smart City Innovation Award in 2024. FET sees great potential in the electric vehicle market. By the end of 2024, we had installed nearly 100 fast-charging stations at locations such as Sogo and Far Eastern Department Stores. FET have also undertaken government charging station projects, securing installations in nine locations by the end of 2024, including Hsinchu City, Taoyuan City tourist areas, Puli Township in Nantou County, the East Longitudinal Valley National Scenic Area, National Chung Hsing University, and National Dong Hwa University. FET plans to assist government agencies in installing and maintaining over 400 charging stations, contributing to future net-zero carbon emissions and green transportation. In response to the global ESG trend, FET collaborates with Microsoft to provide carbon inventory services through the Sustainable Cloud for large customers. For small and medium-sized enterprises, we offer carbon inventory services through the Sustaihub INC., fully covering customers' net-zero needs.
	5G telemedicine	1. Telemedicine Application: In 2024, 5G telemedicine services were introduced across 15 counties and 56 townships in Taiwan, in collaboration with 22 hospitals in rural areas, the service has expanded medical coverage, serving over ,000 people, enhancing medical accessibility in remote areas, reducing costs, and improving healthcare quality and resource allocation. 2. Emergency Medical Assistance Application: In 2022, a groundbreaking collaboration with the Taipei City Fire Department led to the creation of the world's first Emergency Medical Technician Paramedics (EMTP) Remote Guidance "5G Ambulance". This innovative initiative, offering real-time remote guidance, has significantly enhanced the quality of pre-hospital emergency care. Additionally, the 'Cross-Sea 5G Ambulance' was launched in conjunction with the Taipei City Government in 2023. This program specifically addresses the challenges of limited medical resources in Penghu County and the logistical difficulties of long-distance medical transportation. Looking ahead, there are ambitious plans to expand this pioneering service to 10 cities and counties, serving 3,000 cases by 2024, as part of a comprehensive public welfare program, with the aim of safeguarding the health and well-being of citizens across the country.

1-4 Long-term & Short-term Business Development Plan

A. Consumer Business

(1) Short-term plans

- Optimize network quality to enhance user network experience.
- Form an alliance with cross-industry partners to deliver diverse new products and value-added mobile services to the market.
- Establish digital entertainment, and leverage telecom core business and innovative new services to acquire high quality and loyal customers.
- Build a safer world for our users by initiating more network security-related solutions.

(2) Long-term plans

- Strengthen human resources by enlarging talent reserves in the field of telecommunication to facilitate the expansion of operations.
- Keep up with the trends of global communication network technology and innovative service development.
- Continuously develop new services: security, entertainment, mobile financial services, e-commerce, and AI application.

B. Enterprise Business

(1) Short-term plans

- Continuing to optimize telecommunications infrastructure, integrate big data/AI/IoT applications with its telecommunications profession, ICT sector focus on the smart cities, smart healthcare, digital transformation, and telecom-based system integration (SI), and look into each industrial ecosystem's demand for such technologies, FET constantly develops innovative digital services to solve corporates' issues and help them transform and upgrade.

(2) Long-term plans

- FET will utilize its professional ICT capability and vast experience in customization as it remains committed to nurturing talent and developing technologies associated with innovative applications. It will promote the transformation and innovation of Taiwan industries in the IoT era, integrate innovative applications of the cloud, IoT, Big Data, and AI; and it will realize the goal of "AI industrialization and industrial AI" in order to assist domestic industries and enterprises with upgrades and speed up the practical applications of AI in the 5G era.

2. Markets and Sales Overview

2-1 Market Analysis

A. Consumer Business

(1) Main Products and Service Area

FET provides nationwide, including Taiwan and the outlying islands of Penghu and Kinmen, and international roaming services. FET persistently integrates online and offline sales services. By the end of 2024, the total number of stores is around 680, comprising FET and its subsidiary, Data Express, enabled customers to enhance experience professional service and care via wide store coverage.

(2) Market Share

According to NCC statistics in December 2024, the amount of mobile phone numbers in Taiwan is approximately 30 million, which is a highly saturated market; mobile user market share after the two mergers are as follows: CHT: 38%, FET: 30.5%, TWM: 31.5%. FET's 5G postpaid penetration rate reached 43%, which is the highest among the three telecom operators. Therefore, FET has repeatedly set new highs in mobile service revenue and has more advantages to expand overall revenue.

(3) Supply, Demand and Growth of the Future Market

After Taiwan telecom industry officially entered 5G era, consumer and enterprise applications constantly emerging, and lead to a growth in the industry. On the consumer side, except for providing faster 5G speed and safer transmission network to consumers, operators also deliver innovative applications in the market and aim to bring consumers into a brand-new 5G digital world.

(4) Competitive Advantages

- Professional Certification with Dedicated Service:

FET has won the Gold Medal for Telecommunication Service Industry in the "Best Service Evaluation" organized by the Commercial Times for 13 years in a row. Considering customers' needs as the top priority for our service, FET revamped the original client service app into "FET Mobile Circle" App to provide the best promotion and points reward system for our consumers. By December 2024, FET Mobile Circle App accumulated download has already exceeded 6.6 million.

- Place a high degree of importance on customers' personal information:

FET is committed to continually improving the quality of our services. We provide services that exceed our customers' expectations. With customer service philosophy built on the principle of empathy, we promote personal data protection concerning customers and enhance our problem-solving capabilities. FET has awarded the SGS ISO18295:2017 Customer Service Center management Certification, becoming the first and only authenticated carrier in Asia. Certified with our ISO 10002 customer complaints management system, we have set up a special consumer complaints mechanism by using a systematized, logical procedure to manage complaints. FET also enhances existing service processes to ensure our customers with safeguarded, consistent and A+ service level.

We place a high degree of importance on customers' personal information, not only upholding awareness via internal training, but also being continuously awarded the international certifications including ISO 27001(Information Security Management System), BS10012(Personal Information Management System), ISO20000 (Service Management System) and CSA STAR (Security, Trust & Assurance Registry) certifications; All these efforts are intended to demonstrate FET's determination to implement information security policy and protect customers' personal information.

- Marketing Channel:

Currently, the total number of FET retail stores – including retail sellers, franchise and its subsidiary, Data Express stores, is around 680. FET promises to ensure that FET retail and franchise sales representatives, 3 thousand are able to serve 1.1 million of customers monthly and expect to bring customers caring, proactive and professional services.

With the vision of “FET Connects You and Your World, Enriches Your Life and Protects Our Earth”, FET will continue to introduce the best services, products and pricing plans to be the leading brand amongst Taiwanese consumers.

- New Economy:

Focus on developing various and customized digital contents and drive the growth of telecom users and revenue.

(5) Advantages and Disadvantages of Future Developments and Countermeasures

Advantages of Future Developments

- With high-quality 5G spectrum, network speed and coverage, FET's 5G penetration rate is ahead of major competitors.
- Driven by AI trends, the telecom industry is becoming more efficient, offering higher quality services, exploring new business avenues, and strengthening its competitive edge. With generative AI at our core, we deliver end-to-end solutions to empower consumers and enterprises in their AI adoption journey.

Disadvantages of Future Developments:

5G still lacks killer applications, and the public generally believes that 4G services are sufficient.

Countermeasures:

- Continuously optimize 5G network and accelerate 5G penetration, combining 5G service with FET's core competency (big data, AI, IoT) and FET Mobile Circle, provides more innovative and valuable services for consumers.
- Actively integrate strategic partners to accelerate the development of applications such as information security, telemedicine, games, and entertainment through technical cooperation to expand market opportunities.

B. Enterprise Business

(1) Main Products and Service Areas

FET provides enterprise customers with services ranging from domestic and international voice, data, mobility, roaming to cloud along with corporate solutions including IoT and ICT integration. Taiwan is our main market. Details on the sales are as follows:

- Cloud: FET can assist companies with deploying their services at cloud platforms in Taiwan or other countries.
- Cyber Security: Integrating the professional IT consulting services of its subsidiary, ISSDU, FET provides the most secure, reliable, flexible and cost-effective IT security solution.
- IoT: FET can not only assist customers with developing local applications but also help the manufacturing industry with developing IoT applications for products. As the demand for IoT applications increases, FET will also assist multinational enterprises to promote the IoT applications of their products in Taiwan.
- New Economic: Upholding the spirit of solving city governance and industrial pain points with innovative technology, leveraging core skills such as big data, AI, IoT, cloud and information security, integrating innovative 5G application to drive smart cities and smart healthcare, industrial transformation, , we customize flexible ICT integration services for corporate clients and government agencies and establishes multiple smart IoT applications, including smart city, smart healthcare, smart manufacturing, smart transportation, and IoV. In response to the global trend of ESG and Taiwan's Pathway to Net-zero Emissions in 2050, we extend our energy-related portfolio to carbon management and provide solutions for sustainability transformation.

(2) Market Share

In 2024, sales from enterprise customers accounted for 23% of our overall revenue. We are committed to providing the best services and solutions.

(3) Supply, Demand and Growth of the Future Market

Building long-term relationships with enterprise customers. Under the concept of one-stop integrated solutions customized services, we combine our core competence of IoT, big data, artificial intelligence., cloud and cyber security. Assist different users to successfully achieve comprehensive digital transformations, also provide smart city solutions including smart governance, smart traffic, and smart green energy to government department. Continuously developing and innovating smart services, give digital transfer momentum to industries or cities. In addition, the global trend of ESG will continue to boost the demand for energy transformation related products and carbon management systems.

(4) Competitive Advantages

FET owns comprehensive and robust network infrastructure and has experience in integrating cloud, information security, and ICT skills to introduce digital transformation services for medium and large enterprises. Also, FET has partnered with several well-known international manufacturers, which leads to more chances for it to break the limits and develop more new customers while providing better service experiences for its current customers.

New Economics: For enterprise users, the marketing philosophy centers around “customer orientation”. FET provides integrated solutions customized by various industry features and develop solutions, such as mobile applications, Internet

of Things, cloud computing, big data and AI, for different market types. We aim to broaden our collaboration with customers concerning 5G application development in the 5G era. For example, through collaboration with OTSI Partner, we provide Video AI image recognition, IIOT smart machine networking, and Smart Automatic smart manufacturing application solutions. In the field of ESG, we will leverage our experiences as the largest AMI and EMS providers in Taiwan to continue broadening our portfolio, such as building up charging pole services for Far Eastern Group and governments across Taiwan and also microgrid applications with high technical barriers.

(5) Advantages and Disadvantages of Future Developments and Countermeasures

Advantages of Future Developments

The wave of SDGs/ESG drives corporate digitalization and net-zero transformation, spurring demand for related ICT investments.

Disadvantages of Future Developments

The providers are also catching up on actively developing and providing corporate clients with ICT integration services. At the same time, the high uncertainty in the global economic outlook leads to cautious corporate investment planning.

Countermeasures

FET will build long-term relationships with enterprise customers and utilize our vast selling experience as we aggressively develop various applications under new economy applications and solutions in mobile applications, IoT, cloud computing, Big Data, information security, and AI. These efforts will be tailored to different industrial features in order to satisfy different customer segments and groups. Furthermore, we will collaborate with international telecom carriers to offer localized professional services to international enterprises. We will move toward becoming a comprehensive “ICT service provider” and assist users to successfully achieve comprehensive digital transformations.

2-2 Main Features and Production Process of Major Products

(1) Main Features of Major Services

Major Service	Major Features
Short message service	IP SMS function to enable SMS transmission over WiFi environment.
4G Service	LTE 700/1800/2100/2600 high-speed wireless broadband service, providing theoretical 1Gbps broadband data service value.
NB- IOT Service	L700 / L1800 NB-IOT Access Service.
5G Service	n78/n28 provides high-speed wireless broadband access service, capable of offering theoretical broadband data service speeds exceeding 1Gbps in the future.
Smart Enterprise Network Services (MVPN)	Offering the most powerful and flexible mobile enterprise service integration program solution with nationwide coverage.
Private Network	Providing 5G private network services for the enterprise vertical applications field.

(2) Production Process:

FET is a mobile operator, not a manufacturer. Therefore, there is no manufacturing process engaged.

2-3 Supply of Raw Material

FET is a mobile operator not a manufacturer. Therefore, there is no raw material requirement.

2-4 Major Suppliers/Customers Accounting for above 10% (inclusive) of Purchases / Sales in each year of Recent 2 Years

(1) Major suppliers in recent 2 years

2024/12/31; Unit: NT\$'000, %

Item \ Year	2023				2024			
	Company	Amount	% of Total Operating Cost	Relations with the Company	Company	Amount	% of Total Operating Cost	Relations with the Company
1	Company A	19,685,437	30.26	None	Company A	19,606,701	26.71	None

Note: The figures are on a consolidated basis.

(2) Major customers in recent 2 years

2024/12/31; Unit: NT\$'000, %

Item \ Year	2023				2024			
	Company	Amount	% of Total Operating Cost	Relations with the Company	Company	Amount	% of Total Operating Cost	Relations with the Company
	None				None			

Note: The figures are on a consolidated basis.

(3) Reasons for Variation of Major Suppliers and Customers

The above table indicates that there have been no significant changes for suppliers in the past two years, and no single customer's sales amounted to more than 10% of the consolidated revenues in the recent two years.

3. Employee Information in Recent 2 Years up to the Annual Report being Published

2025/02/28

Year		2023	2024	2025/2/28
Number of Employees	Total	5,385	5,365	5,309
Average Age		42.3	42.8	43.0
Average Years of Service		12.4	13.0	13.1
Breakdown of Educational Level (%)	Ph.D.	0.24	0.17	0.19
	Master	15.52	15.04	15.11
	College	71.09	71.16	71.12
	High School	13.00	13.46	13.41
	Below High School	0.15	0.17	0.17

4. Environmental Protection Expenditure

Any loss or penalty due to environmental pollution from last year up to the annual report being published: None.

5. Employee Relations

5-1 Implementation of Policies and Programs related to Welfare, Learning, Training and Retirement of Employees, as well as various protections of Employee Rights and Benefits

(1) Welfare Policy

(A) Compensation and Benefit

The Company provides competitive salaries, annual bonus, performance incentives, sales incentives and special performance bonuses. In addition to complying with labor standard laws, the Company provides additional benefits to better the health and lifestyle of its employees, such as physical check-ups, group insurance, clinic service, employee consolation services, health and safety forums, a cafeteria, employee handset subsidy, monthly airtime subsidy, and nutritional allowance for pregnant women. Moreover, an employee welfare committee was founded to promote employee social activities, subsidize employee outings and event funding.

(B) Advanced Studies and Training

The company leverages internal diagnostics, market trend insights, and customer feedback to integrate essential elements into its training and development journey, addressing current and future organizational needs. Aligning with the company's digital transformation strategy and talent development direction, the training and development plan is built around the 3E development model: Education, Exposure, and Experience. Beyond guiding employees to complete courses, the company emphasizes practical application in daily work. Since 2019, it has consistently aimed to cultivate "Big Data, AI and IOT" as a developmental goal, regularly reviewing the comprehensiveness and relevance of training contents to ensure alignment with corporate strategy and operational objectives.

To preserve the company's unique knowledge and provide career development pathways for internal experts, the company has, since 2020, organized internal instructor training programs, offered specialized courses, and hosted book clubs and technical salons to encourage cross-team knowledge sharing and foster an organizational learning culture. Considering the increasing demand for personalized and digitalized learning methods, an online learning platform with diverse resources has been introduced, enabling employees to arrange courses based on their individual needs. This approach integrates the latest external knowledge while cultivating internal talents.

In 2024, the company continues to enhance employees' knowledge and capabilities across three core areas: job performance, industry trends, and technical expertise. The plan includes courses aligned with core values, competency models, and management and professional skills. In support of the company's sustainability goals, general courses on ESG and gender equality are regularly offered to strengthen employee awareness.

In 2024, a total of 1,602 training sessions were conducted, with employees receiving an average of 54 training hours. The total investment in training amounted to NT\$15,968,299, equating to an average of NT\$2,976 per employee. As part of the digital transformation, training content has become more strategic, learning methods more digitalized, and resources more diversified.

(C) Two-way Communications

Our company places great importance on employee feedback and two-way communication. To demonstrate our commitment to continuous improvement, we have established multiple dedicated channels as listed below.

- In order to understand and reflect employees' opinions on areas for improvement, an employee engagement survey is conducted regularly.
- The annual staff meeting provides an opportunity of two-way communications between staffs and senior executives.
- The "United Employee Welfare Committee" holds regular meetings, or whenever necessary, to discuss and conduct employee activities that increase and enhance employees' welfare.
- A Town Hall meeting with employees is held quarterly to communicate company's new directions, policies and financial performance. Employees feel free to raise questions and President /senior executives will give response directly during the meeting, as a way of developing interactive communications. All employees may also join the meeting through on-line broadcasting.

- e-News in the Intranet shares company's immediate and important information with employees. FET Breaking News e-news letter shares interesting and must-know events, news; and projects. Therefore, employees can understand more about the company dynamics and culture.
- Employees are able to raise their creative proposals/ideas through Employee Suggestions Mailbox or seek assistances through Complaint Mailbox in the Intranet.
- The departmental communication meeting is held either regularly or irregularly for employees of the same department to directly communicate important information, so as to promote mutual trust and cooperation among employees.

(2) Retirements

The Company offers retirement benefits for permanent employees according to the Labor Standard Laws. Pension payment is calculated based on the years of service rendered and the average salaries of the six months prior to retirement. An equivalent of 2% of employee's monthly base salary is allotted to the employee's retirement reserve, which is managed by its own supervisory committee, and deposited into the Bank of Taiwan under the name of Far EasTone Employee Retirement Fund Committee. Furthermore, the Labor Pension Act has been enforced as of July 1, 2005. The Company will contribute 6% of the insurance amount to the Labor Insurance Bureau on a monthly basis for employees who choose to apply to the new system.

(3) Labor negotiations and protection of employee benefits

The Company has always complied with related labor laws and maintained good relations with its employees. Any amendments or additions concerning employee benefits only take place after discussion and communication with employees. The Company has established the Lantern-Legend Meeting and Employee Suggestion Box and Appealing Box on the Intranet to keep efficient communication channels open, and to better protect the rights of employees.

(4) Company Employee Personal Safety Provisions and Work Environment and Implementation status

To provide employees with an excellent working environment and maintain their physical and mental health, the Company adopts the following safety measures:

(A) Physical safeguard

To ensure the safety of personnel and property we have put in place relevant guidelines and procedures in compliance with NCC's directives. We have been awarded with ISO 27001 in 2012 and BS 10012 in 2013, and these two certifications have been renewed annually. We have also received awards in protection exercises both from the Office of Homeland Security and NCC in 2015, 2017 and 2020, respectively. Details of measures associated with physical safeguard are listed below:

- Operations management: The Company has established a safety control center, providing 24-hour protection to offices and MSC/IDC. Besides ensuring the stability and reliability of systems' daily operations, as incidents occur, it can alert, take preventive measures and respond effectively to manage risks.
- Access control: Some areas have multiple protective measures in each office and MSC/IDC. They are controlled through the access control system. All personnel need authorization to access and real-time records are maintained for reference. We also have the "Access Control Management Methods" which explicitly specify the movement of personnel in the workplace to maintain the security of premises and personnel.
- Surveillance system: There are 24-hour surveillance systems at major entrances or exits of offices and MSC/IDC or at key premises. Video recordings are retained for a specific period of time pursuant to relevant rules for reference.
- Electronic security: The Company has entered into electronic security contracts with professional security firms to ensure 24-hour protection at key offices, MSC/IDC and retail stores. Those contracts also strengthen the responsiveness at each location.
- Security guards: In addition to access control and surveillance and electronic security systems, the Company has security guards stationed at the headquarters, key offices and MSC/IDC to strengthen control on personnel, vehicles and goods.

(B) Equipment Maintenance

- Fire Safety: The Company regularly commissions fire equipment companies to maintain and repair fire-fighting equipment (e.g. fire alarms, fire extinguishers) and has dedicated personnel conducting regular reviews and keeping records. There are periodic fire and emergency drills held at workplace annually to raise employees' awareness on preventive measures.
- Environmental Safety: To maintain the quality of drinking water and air, the Company commissions vendors to monitor the water quality and carbon dioxide quarterly. The offices are cleaned and disinfected periodically to maintain workplace safety and comfort.

- Each office site is equipped with an automated external defibrillator and staffed with a sufficient number of first-aid personnel.

(C) Disaster Prevention and Response:

- The Company is also committed to providing a hazard-free work environment for all employees and stakeholders. The company headquarter building implemented Occupational Safety and Health Management System in 2018 and passed ISO 45001: Occupational Safety and Health Management System certification in 2019. FET also passed the evaluation again in 2024. (Certificate validity period: From January 25, 2025 to January 24, 2028). Through the PDCA systematic management mode, improving the management of occupational safety and health.
- The "Safety and Health Work Rules" and "Emergency Preparedness & Disaster Management Plan" are established to specify the responsibilities and tasks of all personnel in major incidents and emergencies.
- FET has set up the "Occupational Health and Safety Committee" (OHS Committee) as well as dedicated labor safety and health units to make improvements to the working environment and ensure work safety. The OHS Committee is made up of 18 members, including the business operator or their agent, OHS personnel, department heads, supervision, controllers, OHS engineering or medical personnel, and labor representatives. The Committee has 9 labor representatives, which accounted for 50% of all seats.
- The Committee holds a quarterly meeting. Its responsibility is to oversee the formulation of the occupational disaster prevention plan and the self-inspection plan; discuss, examine, and analyze related occupational disasters and review OHS improvements as it engages in communication and management related to disaster prevention. In addition, OHS units communicate the concepts of disaster prevention to employees and contractors on an ad hoc basis, whilst various types of safety training are also often held. In 2024, a total of 12,814 people took part in a total of 143 training courses for labor health and safety. In the meantime, an inspection for 287 items of working environment and construction security were also completed; the improvement rate for irregular items reached 100% and thus guaranteed the prevention of occupational disaster and hazard.

(D) Physical and Mental Health:

Have a full-time professional medical staff and contracted doctors on site to: carry out new recruit physical checkups and arrange regular companywide medical examinations; analyze, evaluate, manage and retain employee physical and medical examination records; deal with workplace injury and illness prevention, health consultation and first-aid and emergency treatment; provide health management, disease prevention, health education, health promotion, and other activities pertaining to employee health.

- FET organized a "weight loss competition" in 2024, where 588 employees participated and lost 1,017 kgs. From 2018 to 2024, 3,922 employees completed the event, a total weight loss of 7,107 kgs.
- FET launched an app-integrated "Step Competition" to encourage colleagues to engage in health activities and develop regular exercise habits. A total of 1,006 participants joined the event, collectively accumulating 331,227,975 steps. They walked a total of 165,614 kilometers, roughly equivalent to circling Taiwan 145 times.
- A range of specialists, such as doctors, dietitian, physiotherapist, psychiatrist, aroma therapist that helps illness prevention, muscle relaxation, mental health, mind relaxation, healthy diet, exercises, vaccination, and fitness assessment. In 2023, we completed 43 Health Promotion activities and 3,520 people attended the events.
- Since 1995, The Company has established 29 clubs of which 20 clubs belong to sports clubs. The company subsidies each club up to NT\$80,000 per year. In 2024, a total of 820 activities were held. The number of clubs applying for subsidies in the year is about 100%.
- FET commissioned 13 visually impaired massage therapists to provide free massage sessions for employees to relieve their work stress and relax their skeletal muscles. A total of 19,373 sessions were given in one year.
- Neihu, Banqiao, Taichung and Kaohsiung office got the "A Badge of accredited health workplace" by Health Promotion Administration, Ministry of Health and Welfare.
- The Company provides employee assistance programs (EAP) through contracted professional consultation firms, aiming to assist employees to solve issues pertaining to family, marriage, pressure and interpersonal relationships in order to maintain their physical/mental well-being and ensure work safety, quality and productivity.

(E) Precautionary measures of sexual harassment

When the Gender Equality in Employment Act was enforced, the Company communicated with its employees throughout Taiwan with respect to the prevention of sexual harassment in the workplace. Nevertheless, in order to cope with the enforcement of Prevention Act of Sexual Harassment, the Company undertook relevant publicity in its major offices throughout Taiwan and established procedures for processing sexual harassment cases pursuant to the relevant requirements to keep a healthy workplace free from harassment and discrimination.

5-2 Losses of the Company and its subsidiaries caused by labor disputes, and to disclose the estimated amounts and action plans of recent and future possible labor disputes from last year up to the Annual Report being published: None.

6. Information Security Management

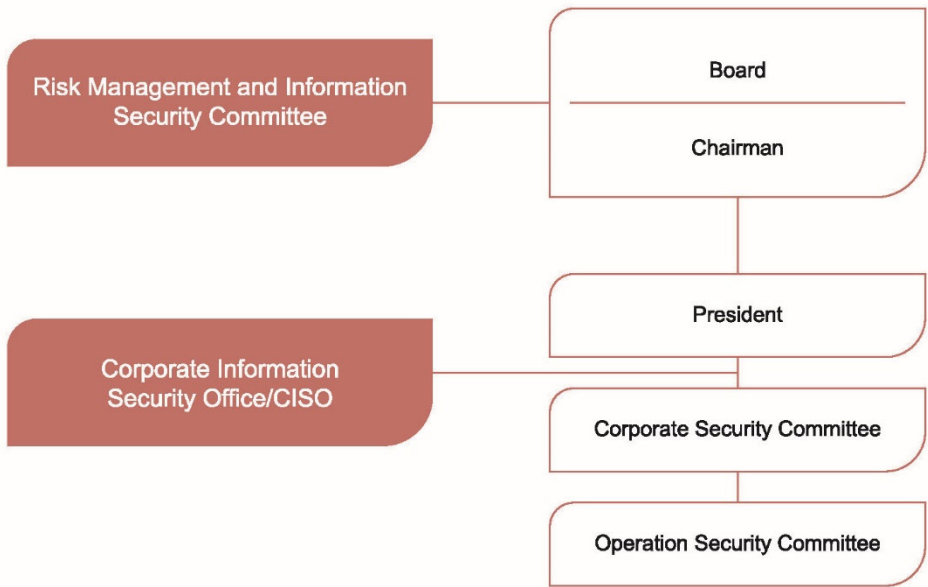
6-1 The Company has established an information security and privacy risk management framework, information security policies, solid management mechanisms, and resources in information security risk as described below:

Information Security and Privacy Risk Management Framework

To demonstrate its emphasis on and commitment to information security and customer privacy, FET has established a information security organization. Furthermore, the Board of Directors resolved to renaming the “Risk Management and Information Security Committee” (RMC) to “Risk Management and Information Security Committee” (RMSC) on May 03,2024, to regularly review the information security and privacy protection strategies, key projects, and management effectiveness. The management organization has more than 30 members including the President and the representatives from all business units. In addition, FET has set up a dedicated security department - Corporate Information Security Office and Chief Information Security Officer (CISO). The CISO is assigned and directly reports to the President. Through various committees, FET promotes and advocate for information security and personal data privacy affairs within each business unit. FET also coordinates responsibilities and tasks related to security maintenance across business units to ensure the comprehensive implementation and operation of information security throughout the entire company.

Information Security Policy

FET has set Information and Cyber Security Policy (please refer to the Company's website: <https://corporate.fetnet.net/content/corp/en/CSR/CorporateGovernance/RegulationRule.html>) , with consideration given to government regulations, personal data protection, risk and crisis management. The relevant policies and regulations are regularly reviewed and revised according to internal and external requirements, including operational information security, technical security, physical security, and personnel security management. FET also conducts security risk assessments annually to identify major risk issues such as cyberattack and incorporates the assessment result into annual plans by taking countermeasures of risk avoidance, risk reduction, and/or risk transfer to manage relevant risks.



Organization	Responsibilities
Risk Management and Information Security Committee	Review information security and privacy protection strategies, major plans and management effectiveness and periodically report to the Board.
Corporate Security Committee	Establish corporate security policies and governance framework, approve security plans and resource budgets, and oversee the Company's overall security risks
Operation Security Committee	Establish corporate security objectives; manage the planning, establishment, implementation and review of security-related policies and regulations; and plan resources and response plans based on risk projects.
Corporate Information Security Office - Chief Information Security Officer (CISO)	The CISO is appointed by the President and is responsible for promoting and supervising the Company's information security and personal information security related matters. The Corporate Information Security Office assist in the formulation of security policies; responsible for policy and awareness promotion and security committee operations.

Solid Management Programs and Devoted Resources

In 2024, FET held 4 meetings of the Corporate Security Committee and 6 meetings of Operation Security Committee. The major discussion topics include security policy review and revision, global major risks, threats, and trend analysis, relevant regulation review such as the revision of Cyber Security Management Act (CSMA), high-risk issues identification, response strategies and reinforcement plans. For high-risk issues, it is also regularly reported to the board members in the Risk Management and Information Security Committee and then reported to the board of directors.

To continuously improve overall security, the relevant divisions had planned and completed a number of projects in 2024, including the enhancement of cyberattack protection, physical security management, the drills of business continuity plans, and the optimization of security monitoring and defense-in-depth protection mechanism. Through big data analysis, FET integrates internal and external joint defense organizations' security intelligences and strengthen high-risk alert mechanism to achieve 7x24 real-time detection, response and handling. On the other hand, FET also continually evaluates the necessity of cyber insurance to optimize the allocation of resources.

For shaping the security awareness and culture, FET has set up a dedicated area on intranet website to promote. In 2024, FET has conducted three training courses for all employees, including "The Interpretation of Personal Data Protection Act (PDPA)", "Personal Data Security and Protection Management" and "Defense Against Social Engineering Attacks", and the passing rates all achieved 100%. (All trainings include both full-time and contract staffs). Furthermore, in order to provide customers with a secured service environment and to continuously enhance and cultivate employees' security technology capabilities, FET also conducted professional and functional trainings for dedicated cyber security and information personnel, with a view to incorporating information security control measures into all stages of the Secure Software Development Life Cycle (SSDLC) and to strengthen overall security and resilience.

To ensure the appropriateness and effectiveness of information security management and personal data protection mechanism, FET continuously pay attention to international trends and standard requirements, regularly conduct international standard verification through external third-party organizations every year, actively review and constantly enhance.

2024 Information Security and Personal Data Protection Certification	
ISO 27001 Information Security Management Certification	FET has obtained the certification for 20 consecutive years, with scope covering both mobile and fixed network services processes, including service activation, change of service, billing and payment, customer service, the development and maintenance of operations support systems, as well as the operation management of internet data centers, etc. (The latest valid date of this certificate is from May 1, 2024 to April 30, 2027.)
ISO 20000 IT Service Management Certification	FET has obtained the certification for 16 consecutive years.
BS 10012 Personal Information Management Certification	FET has obtained certification for 12 consecutive years, with scope covering all retail stores in Taiwan, the processes of service application, customer data collection, billing and data processing, etc.
CSA STAR Cloud Security Certification	FET has obtained the highest recognition of Level 2 CSA STAR certification for 11 consecutive years.
ISO 27017 Cloud Service Information Security Certification	FET has obtained the certification for 6 consecutive years.
ISO 27018 Cloud Personal Information Protection Certification	FET has obtained the certification for 6 consecutive years.

- 6-2 List losses, potential impact, and countermeasures as a result of material incidents that occurred in Information security risk from the most recent year up to the printing of annual report for publication, and provide an explanation for reasons where losses cannot be reasonably estimated: None.**

7. Major Contracts and Agreements

2025/02/28

Contract Type	Counter Party	Contract Period	Description	Restricted Clauses
Procurement (FET)	Ericsson Taiwan Ltd.	2020.06.17 ~ Present 2024.12.10~2026.3.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31 2024.12.10~2026.12.31	Purchase for 4G and 5G cell site, mobile phone system and network equipment, software, installation, system construction and technical service	Confidential Clause
		2010.01.29 ~ Present 2010.09.30 ~ Present	Procurement contract for iPhone Wireless Service License for Apple's iPad Products	
		2021.01.16~2024.01.15	Procurement for iPhone	
		Taiwan International Standard Electronics LTD. 2021.05.20 ~ Present	Purchase Agreement for equipment.	
		Fengmiao Wind Power Co.,Ltd. 25+5 years (estimated the initial supply from Q3 2027)	Renewable Energy Power Purchase Agreement	
Strategic Alliance (FET)	NTT DOCOMO, Inc. Star Hub Mobile FET Group (FET and KGT) Hutchison (Hong Kong)	2006.02.13 ~ Present	Strategic alliance among Asia Pacific Telecommunication operators	Confidential Clause
		2007.03.01 ~ Present	Collaboration Agreement with Conexus Members	
		2010.06.15 ~ Present	Collaboration Agreement with Conexus Members	
		2010.06.15 ~ Present	Supplemental Agreement #4 to Conexus Mobile Alliance Agreement	
		2010.07.01 ~ Present	Amended and Restated Conexus Mobile Alliance Agreement	
Commercial Cooperation (FET)	China Mobile Limited	2013.04.18 ~ Present	It's a business cooperation framework agreement. Based on Business Cooperation Frame Agreement, the Company and China Mobile Limited will continue exploring opportunities for long-term extensive cooperation between both parties in various fields of mobile communication business, and after the Taiwan laws and regulations permit investment in Type I Telecommunications Enterprise by China investors, both parties may reconsider the possibility of equity cooperation.	Confidential Clause
	Line Financial Taiwan Limited Taipei Fubon Commercial Bank Co., Ltd. Union Bank of Taiwan CTBC Bank Co., Ltd Standard Chartered Bank (Taiwan) Ltd. Taiwan Mobile Co., Ltd.	2018.12.26 ~ present	To create a new economy for cross-border financial services, and to deploy the net banking business, the Company chose to join the group led by Line Financial Taiwan Limited to incorporate a company, the Company acquire a 5% stake to obtain the FSC's approval for incorporation of the Digital-Only Bank. The group has obtained the FSC's approval for incorporation of the Digital-Only Bank on July 30, 2019, named the incorporation LINE Financial Taiwan. FET holds 2.5% of the shares.	

Contract Type	Counter Party	Contract Period	Description	Restricted Clauses
Lease (FET)	Taiwan Railway Corporation.	2001.01.19~ 2026.01.18	Contract for the transfer of optical fiber core around Taiwan, usage fee, and premises lease.	The service term of the pipe trench is 25 years, and the scope of use is 50% of the cross-sectional area of the pipe trench with a width of 30 cm on both sides of the main railway line around Taiwan and a length of approximately 992.9 km. The Company shall use the property within the scope permitted by government regulations and shall be solely responsible for any breach of the contract.
Long-term loan contracts (FET)	Bank of China	2024.12.11~ 2026.12.10	Bank loan agreement	Confidential Clause
	BNP Paribas	2024.11.26~ 2027.11.25		
	Mizuho Bank	2024.08.15~ 2027.08.14		
	Sumitomo Mitsui Banking Corporation	2024.04.01~ 2026.03.31		
	ANZ	2024.12.24~ 2026.12.23		
	DBS	2024.12.02~ 2026.12.01		
	Bank of Communications	2024.07.04~ 2026.07.03		
	China Construction Bank	2024.07.29~ 2026.07.28		
	Bank of Taiwan	2023.04.07~ 2026.04.06		
	Land Bank of Taiwan	2024.02.22~ 2026.02.21		
	Entie Bank	2024.06.24~ 2027.06.23		
	Esun Bank	2024.04.30~ 2026.04.29		
	Hua Nan Bank	2024.01.26~ 2026.01.25		
	KGI Bank	2022.09.22~ 2025.09.21		
Long-term loan contracts (Prim Ecopower)	Taishin Bank	2023.06.01~202 8.05.31	Long-term secured loan	Confidential Clause
	Bank SinoPac	2023.05.01~202 8.04.30		

Note: Due to FET's merger with APT on December 15, 2023, as the merger base date, and obtaining the valuation report of APT in the fourth quarter of 2024, the provisional amounts from the merger date were adjusted based on this report, and the balance sheet as of December 31, 2023, was restated.



Review and Analysis of the Financial Condition, Operating Performance and Risk Issues

- 1. Financial Condition**
- 2. Financial Performance**
- 3. Cash Flow**
- 4. Analysis of Major Capital Expenditure and
Sources of Funding**
- 5. Investment Policies, Reasons for
Profit/Loss, Plans for Improvement in the
Recent Year and Future Investment Plan in
the Coming Year**
- 6. Risk Issues**
- 7. Others**

1. Financial Condition

Most Recent 2-Year Review and Analysis of Financial Condition

2024/12/31; Unit: NTD'000

Item	Year	December 31, 2023 (Note)	December 31, 2024	Variance	
				Amount	%
Current Assets		28,646,575	32,402,005	3,755,430	13
Properties, Plants and Equipment		47,460,184	44,408,911	(3,051,273)	(6)
Intangible Assets		90,101,168	83,694,013	(6,407,155)	(7)
Other Assets		28,889,288	26,248,239	(2,641,049)	(9)
Total Assets		195,097,215	186,753,168	(8,344,047)	(4)
Current Liabilities		35,856,778	33,820,257	(2,036,521)	(6)
Non-current Liabilities		68,245,876	60,408,098	(7,837,778)	(11)
Total Liabilities		104,102,654	94,228,355	(9,874,299)	(9)
Capital Stocks		36,057,054	36,057,054	0	0
Capital Surplus		23,490,559	21,362,840	(2,127,719)	(9)
Retained Earnings		30,523,853	33,875,348	3,351,495	11
Other Equity		(89,282)	(150,002)	(60,720)	(68)
Non-controlling Interest		1,012,377	1,379,573	367,196	36
Total Shareholders' Equity		90,994,561	92,524,813	1,530,252	2

Note: Due to FET merger with APT on December 15, 2023, as the merger base date, and obtaining the valuation report of APT in the fourth quarter of 2024, the provisional amounts from the merger date were adjusted based on this report, and the balance sheet as of December 31, 2023, was restated.

1-1 Analysis of variation of plus-minus (+/-) 20%

- (1) The decrease in other equity was mainly due to recognizing an increase in valuation losses on financial assets measured at fair value through other comprehensive income.
- (2) The increase in Non-controlling Interest was due to the company's merger with Field Delivery Service Company, and Nextlink Technology Company had cash capital increases as a source for IPO underwriting.

1-2 Impacts of change in financial condition: No significant impacts on financial condition.

1-3 Future response plans: Not applicable.

2. Financial Performance

Comparison analysis of the consolidated financial performance over the past two years

2024/12/31; Unit: NTD '000; %

Item	Year	2023	2024	Variance	
		Amount	Amount	Amount	(%)
Operating Revenues		93,690,417	104,622,553	10,932,136	12
Operating Costs and Expenses		80,461,314	90,151,042	9,689,728	12
Other Income and Expenses		827,426	1,031,735	204,309	25
Operating Income		14,056,529	15,503,246	1,446,717	10
Non-Operating Incomes and (Expenditures):					
Financial Costs		(801,401)	(941,350)	(139,949)	(17)
Losses on Disposal of Property, Plant, Equipment and Intangible Assets		(123,633)	(79,412)	44,221	36
Share of the gains (losses) of associates		321,474	285,022	(36,452)	(11)
Other Profits or Losses		369,787	736,133	366,346	99
Income Before Income Tax		13,822,756	15,503,639	1,680,883	12
Income Tax Expense		2,529,564	2,559,445	29,881	1
Net Income		11,293,192	12,944,194	1,651,002	15
Other Comprehensive Income (Loss)		(816,997)	(42,196)	774,801	95
Total Comprehensive Income		10,476,195	12,901,998	2,425,803	23
Net Income (loss) Attributable to:					
Owners of Far EasTone		11,185,918	12,842,901	1,656,983	15
Non-controlling interests		107,274	101,293	(5,981)	(6)
Comprehensive Income (loss) Attributable to:					
Owners of Far EasTone		10,370,364	12,797,684	2,427,320	23
Non-controlling interests		105,831	104,314	(1,517)	(1)

2-1 Analysis of variation

- (1) The increase in other income and expenses was due to the recognition of government subsidies.
- (2) The decrease in the disposal of properties, plants, equipment, and intangible assets was due to the decrease in loss from the disposal of properties, plants, and equipment of Far EasTone.
- (3) The increase in other profits or losses was due to the increase in net gains on financial assets at fair value through profit or loss.

- (4) The decrease in other comprehensive income (loss) was due to the decrease in net loss on financial assets measured at fair value through other comprehensive incomes.
- (5) The increase in total comprehensive income was due to the decrease in net loss on financial assets measured at fair value through other comprehensive income.
- (6) The increase in comprehensive income (loss) attributable to owners of Far EasTone was due to the decrease in net loss on financial assets measured at fair value through other comprehensive income.

2-2 For the estimated sales volume and the underlying rationale for the following year, the potential impacts on the Company's future business and action plans: Please refer to the "Letter to Shareholders".

3. Cash Flow

3-1 2024 Cash Flow Analysis

Unit: NT\$ '000; %

Item	2023	2024	Variance	Variance%
Net cash flow from operating activities	26,125,973	32,285,847	6,159,874	23.6
Net cash flow from (used in) investing activities	(6,642,690)	(5,446,718)	1,195,972	18.0
Net cash flow from (used in) financing activities	(19,974,554)	(25,825,385)	(5,850,831)	(29.3)
Effect of exchange rate changes	(2,257)	10,062	12,319	545.8
Net Cash increase (decrease)	(493,528)	1,023,806	1,517,334	307.4

1. Operating Activities: The net cash inflow for the year 2024 increased compared to the year 2023, mainly due to the increase in EBITDA in the 2024.
2. Investing Activities: The net cash outflow for the year 2024 decreased compared to the year 2023, primarily because capital expenditures in 2024 were lower than in the year 2023.
3. Financing Activities: The net cash outflow for the year 2024 increased compared to the year 2023, mainly due to higher repayment amounts in 2024, compared to the year 2023.

3-2 Remedy plans for insufficient liquidity: Not Applicable

3-3 Estimated Cash Flow Analysis for 2025

Unit: NT\$ '000

Cash and Cash Equivalents in the Beginning	Forecast Net Cash Inflow from Operating Activities (Note)	Forecast Total Cash Outflow (Note)	Forecast Balance of Cash and Cash Equivalents	Expected Remedy Plans for Negative Balance of Cash and Cash Equivalents	
				Investment Plan	Financing Plan
5,416,289	32,511,418	26,555,739	11,371,968	-	-

Note:

1. Operating activities: 2025 projected cash inflow from operating activities is expected to remain steady.
2. Investing and Financing activities: Investing activities mainly for Network deployment and other enhancements, and investments aligned with the company's long-term business strategy; Financing activities mainly for cash dividend distribution and payment of lease liabilities.

4. Analysis of Major Capital Expenditure and Sources of Funding

Major Capital Expenditure and Sources of Funding in 2024

Plan Item	Actual or Estimated Source of Capital	Actual or Estimated Fund Utilization Schedule	Total Capital Needed (Unit: NT\$ '000)
Network Expansion: including 5G network deployment and other enhancement	Working Capital	2024	7,090,650

The company has continuously expanded our mobile business and new business development to provide customers with better network services.

5. Investment Policies, Reasons for Profit/Loss, Plans for Improvement in the Recent Year and Future Investment Plan in the Coming Year

The Company's long-term investments are for strategic purposes or new business development. In 2024, the performance of long-term investment was stable. On the consolidated basis, the Company's investment income from long-term investments under the equity method amounted to NT\$285,022 thousand. In the future, the Company will continue to evaluate investment plans prudently in accordance with the long-term business strategy.

6. Risk Issues

6-1 Impact and Response to Interest Rates, Exchange Rates, and Inflation Level on the Company in the Year Preceding Publication of Annual Report

(1) Interest Rate Risk Analyses and Response strategy

To ensure financial stability and effectively manage interest rate risk, our company closely monitors domestic and international market interest rate fluctuations. Additionally, we issue fixed-rate corporate bonds at appropriate times to hedge against interest rate risks, thereby reducing the impact of interest rate volatility on our profits and losses. As of the end of 2024, fixed-rate corporate bonds accounted for approximately 58% of our total consolidated borrowings. Our goal is to maintain a ratio of fixed-rate liabilities to total borrowings between 50% and 60%. Therefore, interest rate changes are unlikely to have a significant impact on the interest expenses and profitability of our company and its subsidiaries.

(2) Exchange Rate Analyses and Response strategy

Some of the company's expenses are paid in US dollars and Singapore dollars. To mitigate the impact of exchange rate fluctuations, the company will adjust its exchange rate risk management strategy based on the current exchange rate trends, market conditions, and hedging costs. FET will timely hedge by purchasing foreign exchange to manage exchange rate fluctuation risks.

(3) Impact of Inflation on Profit or Loss and Response Action:

By the end of 2024, although major economies in Europe and the United States have gradually started to cut interest rates, the uncertainty of tariffs and fiscal policies under the new U.S. President Trump, coupled with the resilience of the U.S. economic fundamentals, has led the Federal Reserve to hint that the pace of rate cuts may slow down to address inflation and economic variables.

In Taiwan, inflationary pressures remain. According to the Taiwan Institute of Economic Research, the annual growth rate of the Consumer Price Index (CPI) in 2025 is forecasted to be 1.95%, approaching the 2% inflation warning line, indicating that price stability is still affected by factors such as energy, transportation, and labor costs.

The company's inflation risk primarily arises from the rising costs of inventory procurement, machinery and equipment, employee salaries and benefits, and electricity expenses. As of the date of the annual report's publication for the year 2024, inflation has not had a significant impact on the company's profitability.

6-2 Policies for High-risk or Highly-leveraged Investments, Financing Provided to Others, Endorsements and Guarantees, and Derivative Transactions, the Main Reasons for the Profit or Loss Thereof, and Response Measures to be Taken in the Future During the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report:

- (1) High-risk or highly-leveraged investments: There was no engagement in high-risk or high-leverage investments in 2024 and up to the date of publication of the annual report.
- (2) Financing provided to others: The company has established "procedure for lending capital to others", and all capital lending activities are carried out in accordance with the procedure. Until the annual report was published, the balance of capital lent to the Company, by subsidiary NCIC was NT\$11.5 billion and by subsidiary KGE was NT\$0.35 billion. In view of the consolidated relationship between these parties, it is considered that there was no capital lending at the date of the annual report being published.
- (3) Endorsements and guarantees: There was no engagement in endorsement and guarantees in 2024 and up to the date of publication of the annual report.
- (4) Derivative transactions: There was no engagement in derivative transactions in 2024 and up to the date of publication of the annual report.

6-3 R&D Plans and Estimated Expenses in Recent Years and until the Annual Report being Published

(1) R&D Plans

A. Strategic Projects

2025/02/28

Project Name	Description	Mass Production Date
Research and experiment on new functions of 5G network technology	1. This project cooperates with international telecommunications giants to conduct functional verification and network construction planning for 5G NR base stations. In addition, it also cooperates with domestic manufacturers to plan and introduce 5G enterprise private networks and jointly participate in 5G projects. We have completed the construction of several 5G private networks with domestic enterprises and gained a lot of practical experience. We are full of confidence in more enterprise private networks in the future. 2. In terms of pre-planning of small base stations (5G Small Cell), we have completed the domestic 3.5GHz and 28GHz frequency band NSA small cell testing, and also completed the 3.5GHz and 28GHz frequency band SA small cell testing, paving the way for the introduction of domestic 5G small cell networks in the future. Prepare for road construction.	This project is continuing in 2025.
FET 5G laboratory	After 5G POC research, the main achievements are as follows: 1. Exhibition 2025 Mobile World Congress Barcelona: During the conference, Far EasTone Telecommunications 5G Lab, Central Research Institute and Lite-On Technology jointly developed 5G ESG forward-looking applications (hear the voice from Jade Mountain), using Far EasTone Telecommunications' 5G/4G coverage, real-time monitoring and analysis of changes in biological habitats across Taiwan, assisting companies in formulating ESG strategies, and demonstrating the ability to develop forward-looking applications in conjunction with 5G networks. Six research themes have been granted patents in Taiwan and the United States 2. Six research themes have been granted patents in Taiwan and the United States (1) Drones (U.S. patent): Deployment of drones combined with 5G control and assistance network optimization forward-looking technology. (2) 5G 3D holographic projection (Taiwan invention patent): Automatically adjust image display parameters to enhance the 5G viewing experience. (3) High-frequency millimeter wave technology (Taiwan invention*1 + utility model patent*2): Solve the problems of high-frequency millimeter wave 5G network deployment efficiency and coverage and improve user experience. (4) Precision disinfection (Taiwan Utility Model Patent): Combined with 5G spatial positioning and bacteria detection technology, it helps hospitals improve disinfection efficiency. (5) Smart medicine box (Taiwan design patent*3): Combines 5G instant messaging and AI analysis to help patients take their medications correctly. (6) AI soundscape recognition (Taiwan Utility Model Patent): Combined with 5G AI to analyze the sounds of biological species and assist companies in their ESG sustainable development strategies.	This project is continuing in 2025.

B. System Projects

Project Name	Description	Mass Production Date
4G NB IOT network software upgrade and optimization	FET continued to NB IOT network software upgrade and optimization in 2024. In addition, FET conducted access compatibility tests on network devices for enterprise users in the NW Device IoT project, in order to diminish the impact on users and networks. This significantly reduced network access time for IoT devices and improved the success rate for device access and data transmittance.	This project is continuing in 2025.
4G network integration and construction	On January 26, 2024, the Far EasTone Asia Pacific base station consolidation operation (i.e. base station sharing) was completed. Far EasTone continues to build mobile networks for 2024 years: 1. Added 700MHz low-frequency band stations, a total of 2,600 base stations 2. Low frequency 700MHz increased from 15MHz to 25MHz 3. Added TDD 2600MHz frequency band stations, a total of 2,300 base stations, using a bandwidth of 40MHz	This project is continuing in 2025.

Project Name	Description	Mass Production Date
3G network sunset	3G network will be shut down on June 30, 2024	Completed in 2024.
5G NR network rollout	The construction of 5G base stations will focus on the six metropolitan areas with high traffic flow across Taiwan, business districts across Taiwan, highway rest areas, airports, Taiwan Railway & High-Speed Rail and other important transportation facilities, as well as key scenic spots. By the end of 2024, it was covering more than 98 % of the population.	Completed in 2024.
ROADM Backbone Integration & Expansion	Integrate with Original APT (Asia Pacific Telecom.) , keep enlarging and building ROADM (new backbone) to enhance its bandwidth (Up to 400G per port) and efficiency of Transmission Backbone.	This project is continuing in 2025.
Intelligent Transport Capability Deployment Wide Area Network Software - Defined Networking), (WAN SDN),	To deploy transmission intelligence capability of carrier-grade Ethernet (CEN) backbone to improve the efficiency of the transmission backbone network usage and to apply to related 5G private network application.	This project is continuing in 2025.
5G Open RAN Trial	FET is continuing the trial and expanding its scope to cover Taiwanese vendors' Multi-access Edge Computing (MEC) systems as well as integration with dedicated core for 5G private networks.	The trial is continuing in 2025.
VoLTE build up	In response to the merger with Asia Pacific Telecom, VoLTE voice system capacity expansion from 6.7 million to 8 million users was completed by the end of 2024. This ensures that Far EasTone and former Asia Pacific Telecom customers continue to enjoy clear, high-quality voice calls with fast call connections, simultaneous voice and data services, and no reduction in internet speed during calls.	Completed in 2024.
5G SA core build up	In 2024, Far EasTone applied 5G SA core network implementation and integrated with network slicing and edge computing technology to the use case of smart ambulance in Taipei city.	This project is continuing in 2025
Core Network Virtualization	In 2024, the continuous construction of data and VoLTE core network clouds can improve the efficiency of the use of hardware resources, shorten the construction time, and increase the flexibility and resilience of application software deployment.	This project is continuing in 2025.

C. Digital Content, Mobile Applications, E-Commerce and Network Security Service:

Project Name	Description	Mass Production Date
friDay Video	1.As the first local OTT platform that introduced the generative AI recommendation feature, friDay Video upgraded the feature to the AI agent with an amicable robot design for the feature in March. 2.Enable speech recognition feature, users can interact with the AI agent to get a recommendation list. 3.Utilized AI to analyze news, generate and update slots of recommended content automatically. 4.By utilizing big data technology and generative AI, friDay Video introduced personal viewing history to every subscriber in 2024. Moreover, friDay Video is the first local OTT who use generative AI to generate a beautiful fairy as gifts to the user after analyzing the viewing history of that user.	This project is continuing in 2025
friDay Shopping	1.In 2024, we Launched a shopping coin mechanism and developed four major systems:(a)Marketing Discount System: Automated and upgraded the in-site promotional mechanisms.(b)Shopping Cart System: A unified cart that uses AI to calculate the best discount combinations for customers.(c)Order ERP System: Redesigned orders into clear physical statuses, ensuring data accuracy and stability.(d)Optimized back-end operation systems for various roles. 2. Continuing to optimize the AI engine algorithm, combine it with the customer-oriented e-commerce philosophy, and continue to optimize the personalized product recommendation function and the website's real-time computing capabilities. 3. Continuing to expand the automated and precise application of AI engines in marketing. 4. Continuing the ongoing efforts to fully migrate to the cloud, enabling the system to scale flexibly, maintain stability, and reduce unnecessary costs associated with on-premises infrastructure.	1.Completed in 2024. 2-4. These projects are continuing in 2025.

Project Name	Description	Mass Production Date
Network Security	FET cares about users' network security very much, from calls, text messages to internet browsing and shopping, FET ensures security in different aspects for its users, wholeheartedly safeguarding their network security. FET Guardian Network series includes 2 services: "Threat Protection" and "Parental Control," directly blocking online risks from the network side, without downloading any apps. As long as they use FET's network for internet access, their online safety is ensured. In 2024, FET starts to provide Anti-Scam Protection Report in Mobile Circle APP, allowing users to clearly see how many scams calls FET had blocked, how many scam messages were intercepted, and how many malicious, phishing, botnet, and virus threats were prevented. This makes users more aware of the network security protection services provided by FET.	Completed in 2024.
FET Mobile Circle App	FET leads the trend to launch "FET Mobile Circle" App, pioneering Taiwan's first telecommunications mobile lifestyle platform. With digital transformation at its core, the App focuses on user-centricity, providing one-touch payment, value-added services, and telecommunications service applications, successfully promoting the digitalization of telecommunications. To enhance the user experience on the App, FET will continuously develop AI recommendation and AI interaction features, making it more convenient and easier to navigate for users.	This project is continuing in 2025.
FET Ring Back Tone	In 2024, we launched Self-Recorded RBT function, allowing users to unleash their creativity and let family and friends hear a truly unique ring-back-tone.	Completed in 2024.

(2) The projected R&D expense is estimated at around NT\$532,545 thousand in 2025.

6-4 Company Impact and Response to Material Changes of Policies and Regulations in Taiwan and Foreign Countries in Year Preceding Publication of Annual Report:

Since July 2024, three NCC commissioners and the chairman have stepped down in November. According to Article 10, Paragraph 3 of the NCC Organization Act, the current number of commissioners is less than half, making it impossible to convene a committee meeting. Matters related to Article 9, Paragraph 2 of the NCC Organization Act (such as the review of communication, broadcasting, and internet supervision policies, plans, systems, assessments, and the formulation/amendment/revision/abolition of laws and regulations; the review of changes in business operation rights; the review of budgets and final accounts, etc.) must be decided by the committee. However, the NCC has amended relevant internal regulations to avoid affecting cases related to people's livelihood, that won't impact the company's daily operations.

In July 2024, the Legislative Yuan passed the third reading of the anti-fraud special laws, which can more effectively prevent and combat fraud, reducing the harm caused to the public. The regulations of the anti-fraud special laws have been integrated into the company's daily customer management KYC (Know Your Customer) processes, and there is no impact on operations.

6-5 Technology Developments (including information security risk) and Impacts on the Company from last year up to the Annual Report being published:

1. Network consolidation and spectrum advantages:

After Far EasTone formally merged with Asia Pacific on December 15, 2023, the "New Far EasTone" has the "largest total bandwidth", "low-frequency continuous bandwidth" and "highest bandwidth" among the three telecommunications companies.

The company has three major advantages: "largest bandwidth", "largest 5G bandwidth" and completed the Far EasTone Asia Pacific base station integration operation (i.e. base station sharing) ahead of schedule on January 26, 2024.

Continue to build a mobile network:

In 2024, 2,600 new sub-1GHz 700MHz base stations were added. This critical low band increased from 15MHz to 25MHz. This adjustment enhances Far EasTone users' indoor and outdoor connectivity across various regions, particularly in urban area's indoor areas and rural forest trails.

Additionally, Far EasTone has completed a total of 2,300 TDD 2600MHz frequency band stations, utilizing a bandwidth of 40MHz. This improvement aims to provide optimized experience in high-traffic hotspot business districts for both 4G and 5G users.

Shut down 3G network and move towards high-quality VoLTE era

The United States has officially entered the era of full VoLTE. Japanese telecom operator Softbank also shut down its 3G network in 2024, indicating that shutting down 3G networks has become an international trend. After telecom operators shut down their 3G networks, all Internet and voice services will be carried out through 4G/5G network, and after shutting down the 3G network, voice calls will be conducted entirely through 4G calls (VoLTE). In addition to maintaining high-speed Internet access, voice calls can also enjoy ultra-high call quality and significantly reduce environmental background noise. Make the sound more three-dimensional and the voice quality clearer; and greatly shorten the call connection time, the fastest is only 1 second; it also supports making calls and sending text messages through indoor WiFi, in high-rise buildings, basements and other areas with poor reception or abroad Both are quite convenient. At the same time, since voice calls and Internet access are maintained on the 4G/5G network, users' mobile phones do not need to switch to 3G because of voice calls, which can also greatly improve the battery life of users' mobile phones.

Far EasTone Telecommunications will be the first to shut down its 3G network on June 30, 2024. We would like to thank the NCC for holding a meeting on "Shutting down 3G network" on March 28, 2024, and we would also like to thank the administrative agencies, county and city governments, and consumer protection groups for their joint efforts. We hope to strengthen the breadth and effectiveness of the publicity to the public through public-private partnership, so as to help Taiwan's telecommunications market smoothly move towards the era of high-quality 4G calls (VoLTE, short for Voice over LTE), and to reduce the impact of the shutdown of 3G networks. In terms of spectrum resources, Far EasTone Telecommunications will continue to optimize network construction and provide better 4G/5G mobile network services to users.

2.In terms of VoLTE applications:

Product and service highlight: (1) provide crystal clear voice quality and eliminate background noise. (2) faster voice connection time within 1~2sec. (3) simultaneous voice and data services without degrading data access rate. (4) enjoy domestic tariff when using VoWiFi through internet when roaming abroad.

3.In terms of 5G Private Network applications:

Far EasTone and Ericsson showcased the "5G Smart Ambulances" powered by 5G SA network slicing at MWC Barcelona 2024. Through Network Slicing and Dynamic Radio Resource Partitioning technologies on 5G SA architecture, the 5G Smart Ambulances transmit high-definition first-hand pathological information during emergency medical treatment processes. Frontline emergency personnel can connect remotely with doctors and senior paramedics, enhancing the quality of urgent pre-hospital care within the critical rescue window.

Far EasTone also assisted several traditional industries in their transformation 5G private networks. This includes collaborating with Everest Textile Co. to develop intelligent AI recognition for storage conditions, unmanned transport trailers and forklifts, and a fully automated dispatch transportation system, realizing the "Smart Logistics AGV System" in factories. We also worked with Kenmec Mechanical Engineering Co. on "Production Line Inspection AMR" and "MR Assembly Collaboration", addressing the time-consuming and labor-intensive nature of traditional manual inspections, elevating operation efficiency by reducing reliance on experienced senior technicians. Accuracy was improved thanks to the integration of 5G, 3D designs, and AI. In addition, we collaborated with Taiwan Farm Industry Co. to introduce 5G private networks for production line AR inspections, AR-based factory tours, and monitor production line temperature and humidity data, completing production records and realizing "Smart Food Safety Applications".

Furthermore, Far EasTone joined forces with Far Eastern New Century Co. to develop the "5G Smart Industrial Remote Security Application". By integrating 5G private networks with mobile "AI Imaging Vehicles" and "Smart Helmets", we achieved remote supervision, improved operational efficiency, and reduced safety risks. Moreover, with the industrial-grade visual application platform, we integrated AI visual recognition models, bringing new opportunities for factory intelligence.

4. Network Application Programming Interface (API) and Differentiated Connectivity Services

To address the need for differentiated connectivity, future business opportunities, and fraud prevention, Far EasTone joined the GSMA Open Gateway last year. Partnering with Ericsson, we showcased 5G-Advanced services at the 2025 MWC in Taipei Dome. Using 5G SA architecture, network slicing, and APIs, we deliver high-performance, customized mobile services for large events. This technology boosts user experience, with uplink speeds up by 130% and downlink speeds by 198%.

5. In terms of information security risks:

The new mobile broadband 5G technology facilitates the flexible deployment of network services, but it also brings more diverse and complex threats to the security of mobile broadband networks. Therefore, risk assessment of potential threats and impacts must be carried out in advance, including the risks that threaten the confidentiality, integrity, or availability of the Company's information assets due to natural, human, or technical factors. The result of information security risk assessment for the year 2024 has determined that the primary threat is the risk of data breach. In response, FET adopted countermeasures including continuously strengthening the protection of confidential and sensitive data, enhance cybersecurity joint defense mechanisms, and intensify company-wide education and training, including social engineering drills, to mitigate the potential risks and impacts of cyberattacks on data and operations.

6-6 Changes of Corporate Image and Impacts on the Company's Crisis Management in the Recent Years until the Annual Report being Published:

The Company and its subsidiaries have a good corporate image and there's no issue to result in the Company's crisis.

6-7 Expected Benefits, Risks and Countermeasures from Mergers in Recent Years until the Annual Report being Published: None.

6-8 Expected Benefits and Risks from Plant Expansion in Recent Years until the Annual Report being Published:

The Company is not a manufacturing enterprise, therefore it is not applicable.

6-9 Risks from Concentration in Supply or Sales in the Recent Year until the Annual Report being Published:

- (1) The major supplier was Company A, which accounted for 26.71% of the total amount of supply in 2024. Although the purchase accounted for a relatively high percentage of the total purchases, Company A is a large foreign company with a certain level of product and availability. The Company has maintained a stable and good relationship. Thus, the risk associated with purchase concentration is not significant.
- (2) In the fiscal year 2024, the ratio of sales from major customers did not exceed 10% of the total sales, indicating no concentration of sales

6-10 Impacts and Risks from Changes in Directors and Shareholders with Greater than 10% Shareholding or Their Selling of a Large Number of Shares in the Recent Years until the Annual Report being Published: None.

6-11 Impacts and Risks from Changes of Ownership in the Recent Year until the Annual Report being Published:

There is no such situation.

6-12 Material Impacts on Shareholders' Equity or Share Price from Litigations, non-Litigations or Administrative actions on the part of Company, Directors, President, Chairman, Shareholders with Greater than 10% Shareholding and Subsidiaries, in the Recent Year until the Annual Report being Published: None.

6-13 Other Major Risks:

For details, please visit: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

Follow the path below to search for the company code: 4904

Home > Electronic Books > Financial Statements

7. Others

None.

VI Special Notes

- 1. Affiliated Companies**
- 2. Private Placement Securities from last year up to the Annual Report being Published**
- 3. Other Supplementary Information**
- 4. Material Event Impact, pursuant to Article 36-3-2 of the Securities and Exchange Act, on Shareholders' Equity or Share Price from last year up to the Annual Report being Published**

1. Affiliated Companies

For details, please visit: https://mopsov.twse.com.tw/mops/web/t57sb01_q10
Follow the path below to search for the company code: 4904
Home > Single Company > Electronic Document Download > Affiliated Companies

2. Private Placement Securities from last year up to the Annual Report being Published

None.

3. Other Supplementary Information

None.

4. Material Event Impact, pursuant to Article 36-3-2 of the Securities and Exchange Act, on Shareholders' Equity or Share Price from last year up to the Annual Report being Published

None.

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Far EasTone
Telecommunications Co., Ltd Chairman



Please refer to QR Code

