

## 1. Occupational Safety and Health Management

We provide employees with a safe, healthy and comfortable work environment, and the scope includes the production and non-production areas and routine and non-routine operations within our job sites. We have continued to commit resources to promote various occupational safety measures and actions. The purpose of management is not to apply restrictions, but to reduce the occurrence of errors. Our management of workplace safety and health is based on the regulations related to the “Occupational Safety and Health Act,” and through the formulation of the “Safety and Health Code,” employees can have safety rules to follow. Our “Labor Safety and Health Management Plan” established annual goals, and the “Occupational Safety and Health Review Meetings” in the 4th quarter review the contents of goals and various occupational safety and health management issues. If major occupational safety incidents are found in our daily operation, we immediately hold discussions and disseminate the importance of occupational safety of personnel to implement occupational safety and health management.

We follow the rules specified in the Occupational Safety and Health Act to promote our occupational safety and health management plans. Every year, we organize education and training sessions, disaster prevention drills and labor safety and health promotion sessions to develop employees' awareness of workplace safety. Occupational safety and health personnel conduct evaluation of labor safety and work process at job sites and formulate safety work procedures to eliminate sources of hazards and prevent and reduce risks and occurrence of occupational injuries.

For other workers who are not employed by us, they are reminded of following labor safety and health rules when entering the factory areas to carry out major construction projects. Suppliers are notified of the standard of ethics, labor rights, environment, health and safety, and are required to stay committed for more collaboration to create a better future.

### 2022 education and training for occupational safety and health

The Company regularly promotes labor safety education and holds fire drills in February and August every year, including training for fire-fighting work groups such as the fire-fighting squad, notification squad, evacuation guidance squad, safety protection squad, first-aid squad and emergency evacuation. The measures improve the ability of employees to respond to emergencies, and the Company deploys first aid personnel to assist in the handling of emergencies.

	2020	2021	2022
Total person-time (number of people) trained	227	182	419
Total hours of training (hours)	737	341.5	964
Average time (person/hour)	3.25	1.88	2.30



### Health promotion activity

We have collaborated with hospitals to introduce on-site health services provided by medical personnel, who promote personal health and environmental safety education and training. We classify the health risks of employees. For high-risk cases, we arrange health consultation sessions and formulate four main plans: burnout plan, human-induced hazard plan, harassment plan and maternal health plan. We also detect potential workplace risks so that employees can work in a safer and more appropriate way. We prevent health hazards in the workplace to achieve personal health protection and management.



## 2. Hazard identification and risk assessment

A hazard is a source or condition that may result in death, injury, occupational illness, property damage, damage to the work environment, or a combination of these conditions. Focus on labor safety and health and workplace environment. We identify hazards at the workplace and assess risks in accordance with the relevant standards. After identifying all operational or construction hazards in the manufacturing process, operating activities or services, we then determine the risk control measures based on the risk level. The goal is to eliminate risks, and conduct construction control and administrative control, or provide related personal protective equipment according to the risk assessment level, so as to reduce the occurrence of industrial safety accidents. Technical service engineers visiting other sites to provide assistance or repair equipment should follow the on-site regulations. They should be led by those who have the Class A qualification in labor safety knowledge and skills and can assess protection

measures before and during jobs to further reduce and prevent the occurrence of hazards.



### 3. Occupational disaster analysis and prevention plan

#### Occupational disaster prevention plan

Production processes are becoming more complex and they come with increasing disaster risks; therefore, measures protecting labor safety have become even more important. Labor safety is an extremely important topic, and it must be well protected to prevent injury. Ensuring the safety and health of workers is the legal obligation of employers, and implementing labor safety is the best way to protect workers' rights to life and work. With our safety and health policy and the Labor Hygiene Management Plan, we have prepared budgets for disaster prevention tasks and occupational safety, such as the management and regular inspections of machinery/equipment or tools, key spot inspection/process inspection and patrol inspection, management of personal protective equipment, purchase of safety gear and education and training, etc. For the preparation of the annual budget, we also have warning signs for workplace safety and regular safety and hygiene education and promotion to develop employees' knowledge and habits about safety.

We follow the rules of the Occupational Safety and Health Act. Workers performing duties who

find that there is a immediate danger should stop work and evacuate to a safe place without endangering the safety of other workers, and report to their immediate supervisors right away.

The Company shall not dismiss or transfer the abovementioned workers, or cancel the wage paid for the work period or carry out other improper penalties.

In the event of a work-related accident, safety and health personnel work with relevant units to analyze the cause, jointly develop improvement measures, and notify relevant personnel to be on the alert and take corresponding measures.

The occupational injury statistics in recent years are shown in the table below. In 2022, a total of 6 disabling injuries to employees occurred, including 2 traffic accidents and 2 suffering burns due to electric shock, and 1 incident each of hand scraping during moving goods and tripping over cables. Excluding traffic accidents, IR=1.26%, ODR=0, absentee rate=1.2%.

<2020 to 2022 Workplace health indicators>

Year		2020	2021	2022
Total work hours	Male	501,104	492,568	503,856
	Female	147,208	160,592	158,096
	Total	648,312	653,160	661,952
Occupational injuries (Number of cases) (Excluding traffic accidents)	Male	1	1	4
	Female	0	1	0
	Total	1	2	4
Occupational Disease Rate (ODR)	Male	0.00	0.00	0
	Female	0.00	0.00	0
	Total	0.00	0.00	0
Injury Rate (IR)	Male	2.00	0.81	1.98
	Female	1.36	3.74	1.27
	Total	1.85	1.53	1.81
Absence Rate % (AR)	Male	0.54%	0.25%	0.98%
	Female	1.83%	1.85%	1.44%
	Total	0.83%	0.64%	1.09%

Note:

1. Occupational Disease Rate (ODR) = (Number of cases / Total working hours)\*200,000.
2. Injury rate (IR) = (Total number of cases / Total working hours)\*200,000.
3. Absence rate (AR) = Total days absent / Working days x 100%, (Number of days absent includes sick leave and occupational injury leave)
4. In the calculation above, 200,000 is derived from 40 working hours a week for 50 weeks in a year for every 100 employees.

Regarding the occupational injuries in 2022, the occupational safety and health review meetings found that the non-traffic work-related injuries in 2022 increased slightly compared with 2021. The meetings required that occupational safety personnel improved their efforts in advocating for safety, and added signs for ground obstacles, asked personnel to wear protective gear, added patrol inspections to reduce the occurrence of accidents and implemented follow-up and corrections to achieve the goal of



zero occupational injuries for employees. The review meetings are held at least once a year to review or improve safety and health related issues. If major industrial safety incidents are found in routine operations, relevant labor safety personnel are urged to collect relevant information and hold meetings in due course. They can also bring up the issues in labor safety education sessions. The purpose is to disseminate the information on the improvements to further strengthen employees' skills and knowledge and prevent recurrence.



#### Internal audit

There are on-site labor safety personnel who conduct internal audits on the environment and all personnel within the plant area every month, so as to reduce the occurrence of hazards and industrial safety incidents. They also assist in disseminating the information on occupational safety and health, and help factory affairs personnel check and manage facilities and equipment, so that employees can communicate and consult one another, further realizing the awareness of occupational safety and health at job sites.

#### <Employee Work Injury Index>

	2020	2021	2022
Total work hours (HR)	648,312	653,160	661,952
Number of disabling injury	1	2	4
Frequency of disabling injuries (F.R.)	1.54	3.06	6.04
Days lost due to disabling injury	14	28	10
Severity of disabling injuries (S.R.)	1.54	43.17	1.48
Frequency severity index (F.S.I.)	0.05	0.36	0.09

Note:

Frequency of disabling injuries (F.R.): Number of injuries / Total working hours\*1,000,000.

Severity of disabling injuries (S.R.): Number of days lost due to accidents / Total working hours\*1,000,000.

Frequency severity index:  $\sqrt{(F.R * S.R / 1,000)}$ 。

In 2022, we had no violations of occupational safety and health regulations, nor occupational injuries that caused losses of more than 180 days of work or death.