

## **Protection Measures for Work Environment and Employees' Personal Safety and Health:**

**(1) Healthy workforce is the foundation for corporate's sustainable development.** The basis of work safety management procedures of the Company is to safeguard personal safety of all employees through constructing a safe, comfortable, and healthy work environment. In addition, in accordance with The Occupational Safety and Health Act and related regulations, "Safety and Health Work Rules" have been set up to build and maintain a healthy and safe work environment. The Company has also been highlighting reaching "Zero Incident", the goal of safety management of the Company, by effectively enforcing self-protection, mutual protection, and supervision, as well as upholding the principle of Safety First, Prioritizing Prevention, and striving for an environment free from occupational hazards.

Department heads shall strictly adhere to discipline and require colleagues to comply with laws and regulations, enhance safety awareness, strengthen communication and consultation, and emphasize risk management. Besides advocations and audits, supervisors shall lead by example in implementing company policies, adopting effective preventive and control measures in advance to achieve the principle "Prevention is better than cure". Labor and management shall work together to prevent occupational accidents and jointly improve overall safety standards, thereby building a healthy and blissful workplace.

**(2) The Safety and Health Work Rules for employees shall cover:**

- 1) Responsibilities of organizations in charge of safety and health management and each department**
- 2) Maintenance and Inspection of various safety and health protection equipment**
- 3) Work safety and health Standards for each operation**
- 4) Employee health guidance and management measures**
- 5) First aid and rescue**
- 6) Fire education training and management measures**
- 7) Emergency response**
- 8) Disaster drills and exercises**
- 9) Incident handling**

**(3) Safety education promotion and drills:**

The Company values the safety and health management of the employees. build workplace safety protection, and continuously optimize the work environment to reduce the occurrence of occupational hazards. The Company conduct safety and health education, training, and publicity regularly to ensure that all employees receive appropriate and necessary emergency response training and have the ability to perform their jobs, so as to prevent the occurrence of occupational disasters. In 2024 and as of the publication of the annual report, no occupational accidents occurred due to the active efforts of all employees to carry out preventive work. Practical drills and training in the first and second half of 2024 included notifications, evacuation guidance, fire-fighting training, the use of first-aid techniques and tools such as cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED). A total of 80 trainees participated in these training sessions. The overseas factory in Myanmar conducted fire drills in

the first and second half of 2024, and 2,265 personnel were trained.

#### **(4) Maintenance of machinery and equipment**

In order to grasp the real-time status of employees' working environment and evaluate various potential risk factors, in addition to carrying out inspections and audits from time to time, emergency escape staircases are installed, fire detection and alarm equipment and warning signs are also set up in appropriate places for fire protection and evacuation, and fire control and escape equipment are regularly tested to strengthen employee safety and implementation of safe work standards.

In November 2024 the annual fire-fighting overhaul was carried out, and the overall comprehensive security inspection and maintenance were carried out for the appearance and performance of fire-fighting and disaster-prevention equipment.

In 2022, the office building was equipped with outdoor safety escape ladders to strengthen the safety protection of employees.

#### **(5) Regular health checkup for employees**

To enhance employee health, Medical examinations have been provided regularly every two years, including checkups on general conditions and noise induced hearing loss, and examinations for foreign workers, and caterers. By reviewing health checkup data, individuals can perform self-assessments to better understand their current health status and potential disease risks, enabling early planning for the prevention and management of various conditions such as the three highs (high blood sugar, high blood lipids, and high blood pressure), obesity, and other chronic illnesses.

**In July 2024, Taichung Headquarter entrusted Tungs' Tai chung Metro HarborHospital to assist on the health check for 211 employees in total, while Zhonggang Plant entrusted the Tungs' Taichung MetroHarbor Hospital to carry out the health check for 47 employees and noise check for 36 employees. The Taipei Office entrusted Country Hospital Taipei to assist on employee health checks in July 2024, with 42 employees underwent health checks.**