

Protection Measures for Work Environment and Employees' Personal Safety:

- (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, Safety and Health Work Rules has 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 building an environment free of occupational disasters. °**

The heads of each department require their colleagues to strictly observe the work discipline and abide by the relevant government regulations through advocacy and audit, and carry out the policies of the Company by example. Labor and management jointly prevent occupational disasters and comprehensively improve safety and quality.

- (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 2022. 2023 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 in the first half of 2023 included notifications, evacuation guidance, fire-fighting training and first-aid cardiopulmonary resuscitation (CPR). In the second half of 2023, a total of 84 trainees participated in the comprehensive fire drill. The overseas factory in Myanmar conducted fire drills in the second half of 2023, and all trainees were trained. The number of personnel reached 1,301.

(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. The administration building of Main Plant Taichung added an outdoor emergency escape staircase in 2023 and conducted an on-site fire emergency escape drill for escape windows in that May. 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 July 20223 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

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.

In January 2022, Taichung Headquarter entrusted Tungs' Taichung MetroHarbor Hospital to assist on the health check for 200 employees in total, while Chungkan Plant entrusted the Tungs' Taichung MetroHarbor Hospital to carry out the health check for 47 employees and noise check for 38 employees.

It is planned to entrust Tungs' Taichung MetroHarbor Hospital and Country Hospital Taipei to the Company to assist on employee health checks during July 2024.