

7-7 Occupational Safety and Health

Policy of Safety and Health: 【No Occupational Accident】 A Healthy and Safety Work Environment

Management
Measures

- Goals and Objectives: Perform assessment and evaluation regarding risks and opportunities with the aim to improve occupational health and safety system and performance.
- Commitment: Using due diligence and early warning communication methods to provide the employees with a safe and healthy work environment and ensure the safety at sites for the visitors and suppliers.
- Policy and Management:
 - (1) Implement the ISO 45001 Occupational Health and Safety Management Systems and Occupational Safety and Health Act as standards and guidelines to follow.
 - (2) Comply with occupational safety and health regulations and other requirements as well as establish hazard identification methods to reduce occupational safety and health risks.
 - (3) Occupational safety and health system and self-inspection management.
 - (4) Occupational safety and health education and training, emergency response drills, and work environment examination.



ISO 45001 Certificate

Largan promises to provide employees with safe, healthy, and high-quality work environment while maintaining the safety of suppliers and visitors. Following the "ISO 45001 Occupational Health and Safety Management Systems" and the "Occupational Safety and Health Regulations," it formulates occupational safety and health regulations, assists the department in identifying operational hazards and establishing safe operation standards. We conduct the evaluation and control risks to improve occupational safety and health performance.

After completing the ISO 45001 system transfer and obtaining third-party verification in 2020, Largan supervised occupational safety and health inspections and implemented occupational safety and health policies. Through the process of planning (Plan), implementation (Do), assessment (Check), and improvement (Action), Largan has been constantly improving its safety and health management performance.

● Occupational safety and health policies and management measures

- Implement the ISO 45001 occupational safety and health management system to provide a safe and healthy work environment and personal safety protection.
- Comply with occupational safety and health related laws and other requirements, establish hazard identification and reduce the risks at the workplace.
- Facilitate good communication channels for safety and health regarding participation and consultation.

● Legal Professional Certificated Personnel of Safety and Health

When a plant is built or partly rebuilt, relevant departments such as Manufacturing, Administrative, Information Technology, and Occupational Security and Health will conduct relevant safety and health risk assessments. The number of professional occupational safety and health personnel with legal certificates in the Occupational Security and Health Office in 2024 is as shown in the table:

Titles of Occupational Safety and Health Certification	Number of People
Occupational Safety and Health Management Specialist	7
Level B Technician for Occupational Safety and Health Management Personnel	14
Occupational Health Nurse	7
Class-1 Occupational Safety and Health Affair Managers	26
Fire Safety Officer	9
First Aid Personnel	166

The number of legal certifications held by the aforementioned professional security personnel complies with the provisions of relevant laws and regulations regarding occupational safety.



● Occupational Safety and Health System and Self-Inspection and Management

Largan has established the "Occupational Safety and Health System" in accordance with the law that includes: Safety and Health management system and training, inspection of production equipment, work environment examination, internal safety and health audit inspection, medical care and health check, emergency response and drills, occupational disaster management, statutory matters reporting, contractor management and construction inspection and other Safety and Health matters.

The occupational safety and health self-management measures taken at Largan include pre-employment training, on-the-job training, and license training, etc. We make continuous effort and improvement in identifying potential hazards at the workplace and manage the risks at different levels, provide necessary protective measures or personal protective equipment, implement operating environment measurement, emergency response and escape drills, regular health checks and graded active care, provide timely medical care in case of disasters, occupational disaster management and internal safety and health inspections, and prevent disasters in the factory and reduce risks, and continue to improve security work.

For hardware facilities, we carry out planning, designing, and constructing plans according to relevant requirements, international regulations, and company standards. The auditing unit is in full charge of Safety and Health management to help improve and assess the performance and ensure the efficiency of the regulation implementation.

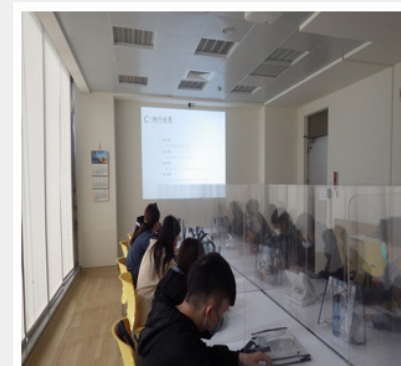
Operational safety and health management include: High-Risk Operation Control, Contractor Entry Management, Construction Safety Management, Chemical Safety Management, Occupational Disaster Analysis and Statistics, Operating Environment Examination, Disaster Emergency Response Procedures, Periodical Fire Escaping Drills. All management measures are taken to minimize the potential damages and impacts done to the Company in response to the event of a disaster.

In recent years, global warming and extreme weather events have increasingly posed serious risks to workers' safety and health. To further enhance the effectiveness of the ISO 45001 organizational management system, in addition to considering internal and external issues, the Company has also incorporated climate change into its assessments and developed corresponding response measures. Climate change-related issues include heat hazards, solar ultraviolet radiation, extreme weather, and amendments to policies and regulations.

● Occupational Safety and Health Educational Training

In order to enable our new employees, familiarize with the Company's related operation regulations when they are first on board, we arrange series of occupational safety and health education trainings for the new employees, and conduct assessment and evaluation according to the course content to actively promote personnel safety and health protection awareness. The overall sessions and hours arranged and numbers of participants are as shown in the table:

Year / Training Hours Training Category	2022				2023				2024			
	Number of Classes	Number of People	Hours	Total Hours	Number of Classes	Number of People	Hours	Total Hours	Number of Classes	Number of People	Hours	Total Hours
Safety and Health Educational Training for New Employees	81	1,162	8	9,296	73	729	3	2,187	81	836	3	2,508
Safety and Health Educational Training for Existing Employees	-	-	-	-	-	-	-	-	202	7,098	3	21,294
Safety and Health Internal Auditor Educational Training	3	26	1	26	1	18	2	36	1	30	3	90
Emergency Response Educational Training	16	545	4	2,180	16	682	4	2,728	20	798	4	3,192



Note: Occupational Safety and Health Educational Training for Employees will be held on a three-year basis.

● Work Environment Examination

To ensure the safety condition of the work environment on sites, the work environment examination is carried out every six months. Through the examination, we can understand the actual situation of hazard exposure in the work environment and monitor and manage the status of the exposure. A few monitored substances include dust, noise, carbon dioxide, and organic solvents. If there is any abnormality in the exam results, the Company will carry out engineering control and administrative management improvements for the threats suspected.

In 2022, a total of 18 sessions of operating environment examinations were conducted across all plants. In 2023, 18 sessions were conducted cumulatively, and in 2024, the cumulative number increased to 22 sessions.

Year	Work Environment Examination
2022	18
2023	18
2024	22

● Emergency Response and Drills (+ Explanation of participation rate)

To reduce and minimize the impact caused from a disastrous event on our valuable workers and the Company, each factory has set up self-defense firefighting groups and arranged periodic regional evacuation and disaster prevention drills in situations such as fires and chemical spills every year. We also help to arrange the regional fire brigade to guide, review and educate each factory in terms of emergency response and encourage all employee to participate in the training sessions held.

The emergency response center is equipped with the following facilities:

Contingency Information

Emergency evacuation layouts, fire extinguisher arrangements, and hazardous chemical information.

Fire Protection and Monitoring

Fire system, gas monitoring system, emergency smoke exhaust system, key area surveillance and recording systems, and emergency shutdown systems for gas and chemicals, broadcasting system, etc.

Contingency Equipment

Protective clothing, personal protective equipment, respiratory protective devices, leakage treatment equipment, alarming equipment, etc. To prepare for the possibility that the emergency response center might be affected by disasters, each factory has equipped appropriate locations with simple, easily accessible emergency equipment that provides sufficient information, ensuring continuous response operations when necessary.

Emergency Equipment

According to the emergency rescue practice, it is recommended to install AED, emergency shower equipment, eyewash, first aid backpack, and disaster relief kit at the workplace.

Evacuation and Disaster Prevention Drills



Escaping Drill Events



Fire Fighting Drills



Occupational Accident Management

Largan is concerned about the cause of each occupational accident. To effectively manage it, the Company has established a series of handling procedures for abnormal activities regarding occupational safety and health. Once an accident occurs, we will immediately report to the security unit, investigate, and analyze the accident, and propose improvement measures to prevent accidents from happening again. At the same time, through education and training, the Company has improved work environment inspections and internal/ external audits, the awareness of safety and health of personnel, and potential work hazards to reduce environmental risks. In 2024, a total of 26 occupational incident reports were filed, all of which have been fully rectified. The incidents were categorized as follows: 12 related to machinery and equipment, 7 related to the working environment, and 7 classified as other. In implementing corrective measures, priority was given to eliminating hazard sources and assessing the feasibility of engineering controls, such as adopting low-hazard equipment or installing photoelectric sensors as preventive measures at the source. Each corrective action was also concurrently extended to all relevant areas for review, in order to prevent recurrence of similar incidents. At the same time, through education and training, the Company has improved work environment inspections and internal/ external audits, the awareness of safety and health of personnel, and potential work hazards to reduce environmental risks.

In addition to controlling the risks of occupational hazards on-site, the Company also values the importance to the safety of employees when going to and off from work. We schedule periodic road safety meetings and lectures as well as promotion signs on the Company's bulletin boards and electronic carousel notice boards that employees must pass through every day to deepen the road safety awareness for our employees with the aim to reduce the probability of traffic accidents from happening.

26 Occupational Injury Cases Reported in 2024: FR=1.55、SR=22、FSI=0.19

Occupational Injury Rate/ Index	2022	2023	2024
Number of cases reported	17	28	26
Disabling injury frequency rate (FR)	1.18	1.87	1.55
Disabling Injury Severity Rate (SR)	18	32	22
Frequency-Severity Indicator (FSI)	0.14	0.24	0.19
Fatality Rate caused by occupational Injury	0	0	0

Note:

- Occupational disaster statistics to exclude traffic accidents
- Disabling Injury Frequency Rate (FR)= Number of Disabling Injuries/ working hours \times 1,000,000
- Disabling Injury Severity rate (SR)= Total days of loss caused by disability injury (excluding deaths)/working hours \times 1,000,000
- The Frequency Severity Indicator (FSI)= $\sqrt{\text{FR} \times \text{SR} / 1000}$
- Occupational injury death rate = number of deaths caused by occupational injuries/working hours \times 1,000,000
- The identified deficiencies related to reported occupational incidents have been fully rectified.

● Internal Safety and Health Inspection

The five essential inspections conducted by the security unit regarding occupational safety and health at the workplace focuses on the aspects which include chemicals misused, mechanical equipment and environment on-site deficiency, fire equipment, and waste disposal...etc. The aim of the inspections conducted is to eliminate potential operational hazards from happening based on daily operations.

- A total of 41 deficiencies were issued after a 17 on-site departmental assessment was completed in 2022. According to the analysis and statistics report, the top three factors of deficiencies suspected are chemicals misused which accounts for 36.5%, others (includes minor dismiss such as protective equipment and medical kits) account for 21.9%, and mechanical equipment and environment on-site deficiency accounts for 17.0%. After counseling and tracing with relevant departments, the overall improvement completion rate is 100%.
- A total of 63 deficiencies were issued after a 17 on-site departmental assessment was completed in 2023. According to the analysis and statistics report, the top three factors of deficiencies suspected are fire equipment which accounts for 41.3%, chemicals misused account for 38.1%, and mechanical equipment and environment on-site deficiency accounts for 11.1%. After counseling and tracing with relevant departments, the overall improvement completion rate is 100%.
- A total of 98 deficiencies were issued after a 17 on-site departmental assessment was completed in 2024. According to the analysis and statistics report, the top three factors of deficiencies suspected are chemicals misused account for 48.0%, mechanical equipment and environment on-site deficiency accounts for 35.7%, and fire equipment which accounts for 9.2%. After counseling and tracing with relevant departments, the overall improvement completion rate is 100%.

Year	Number of On-site Departments	Deficiencies Counted	Chemicals	Mechanical Equipment/ Environment On-site	Fire Equipment	Others
2022	17	41	36.5%	17.0%	-	21.9%
2023	17	63	38.1%	11.1%	41.3%	-
2024	19	98	48.0%	35.7%	9.2%	7.1%

● Internal Participation in Consultation and Communication Channels



● Occupational Safety and Health Committee

Largan had set up an Occupational Safety and Health Committee. Labor representatives are elected in accordance with relevant laws and regulations to form and provide an official platform for managers and employees to conduct face-to-face communication regarding the topic of environmental safety and health at the workplace. A quarterly meeting is held to address environmental-related issues and implementation performance of environmental protection, safety, and health management. A total of 81 members from both employers and employee's sides participated in the periodic meetings in 2024.

● Hazard Identification, Opportunity and Risk Assessment

We had established a hazard identification team across the hazard identification, opportunity, and risk assessment departments to identify routine and non-routine hazard incidents for unit operations, areas, equipment, and personnel's physical and mental health. The personnel will conduct risk assessments regarding occupational safety and health system, risk control, and incident prevention. In 2024, twelve departments co-joined the committee, identifying a total of 828 hazardous factors, and coming up with corresponding countermeasures.

7-8 Health Promotion

● Health Management Promotion

Objectives: Health care and medical care, human-induced hazards assessment and management, abnormal workload prevention, workplace illegal abuse prevention, maternal health protection and management.

The Company actively promotes health and safety at the workplace. In addition to meeting the requirements of relevant laws and regulations such as labor safety and health care, we truly care for the health status of all of our employees in terms of health awareness, health activities, healthy diet management and other health related issues. We put effort and resources into taking care of the health of every employee sincerely. The relevant health promotion measures taken are as shown in the table:

Health Awareness	Health Activities	Healthy Diet	Health Management
(1) Promotion and announcement on Epidemic Disease Prevention Education (2) Promotion of the concept of epidemic prevention (3) Hepatitis Screening (4) Vaccination arrangement (5) Free medical masks are given to employees for use	(1) Various sport games (badminton, softball, basketball, table tennis, volleyball) (2) Dragon boat racing (3) Road running (4) Family Day (5) Healthy weight management activities.	(1) All ingredients, condiments, and oil products used are all qualified products of national certification (2) No flavoring agent is used (3) Low oil, low sugar, low sodium (4) Indicating calories and health Information (5) Bring your own eco-friendly cutleries (6) Provide options of health meals	(1) Annual health check (2) Sleeping quality testing (3) Children's vision correction (4) Adult eye examination (5) Skin condition examination (6) Prevention and improvement of manmade hazard (7) Regular follow-up care and support for employees on sick leave, medical leave, or those diagnosed with major illnesses.

● Health Care and Medical Care

Health Check: The Company provides employees with free health checks and additional health checks for special operators every year which is better than the laws and regulations. We conduct statistical analysis of health examinations to find out possible illness causing factors. We also track high-risk health groups based on different levels of risk. We strive to ensure workplace health promotion and occupational disease prevention.

The following table shows the categories of health check-up items and the number of participants in the last two years:

Item Year	2022		2023		2024	
	Item Checked	Participants	Item Checked	Participants	Item Checked	Participants
General Health Check	According to Labor Health Protection Regulations	4,596	According to Labor Health Protection Regulations	4,680	According to Labor Health Protection Regulations	4,684
Special health Check (dust)		199		246		290
Special health Check (noise)		2		3		93
Special health Check (ionizing radiation)		-		-		3
Special health Check (n-hexane)		-		-		62
Special health Check (nickel and its compounds)		-		-		3
Special health Check (isophorone diisocyanate)		-		-		2

We regularly arrange doctors on sites to provide services such as professional physician consultation service for abnormal and maternal health checkups, as well as abnormal workloads, and occupational injuries. For those classified as second-level management or above, the physician will comprehensively evaluate the health status to provide appropriateness of the arrangement on the job position. The participants in health consultation services throughout these two years are as shown in the table below:

Item Year	Consultation Services in 2022	Consultation Services in 2023	Consultation Services in 2024
Participants	560	659	1,114

● Health Risks are managed by Levels 1-4

Level 1: 4,352	Level 2: 406	Level 3: 16	Level 4: 1
The results of the health examination are all normal; there is no abnormality diagnosed by doctor.	The results of the health examination are abnormal, and the assessment is on unrelated occupational work content. Appropriate reexamination or treatment shall be arranged after receiving health guidance.	The health checks results are abnormal, and the preliminary assessment is related to occupational work. Level 3 will be redetermined after arranging the occupational medicine clinic.	The result of the health examination is abnormal; doctors suggested that it is associated with occupational work. Doctors then arranged for further occupational disease assessment and examination procedures and treatment.

● Partnerships for Sustainable Healthcare

There are 20 contracted medical units, which we cooperate with by signing partnership contracts with professional institutions. We are provided with discounted medical expenses and comprehensive medical services with the aim to assist our employees to get proper care mentally and physically.

● Pay Attention to Infectious Disease

The Company remains vigilant regarding seasonal influenza (such as H1N1, H3N2, and Influenza Type A or B) and other communicable diseases that could pose potential risks to epidemic prevention. Annual influenza vaccinations are arranged in collaboration with external medical institutions, providing employees with convenient access to immunization. Continuous monitoring of various infectious diseases (such as tuberculosis, typhoid, and chickenpox) is maintained to mitigate workplace transmission risks. In 2024, a total of 228 employees received vaccinations. The Company consolidates past experiences to avoid both overreaction and underreaction, thereby strengthening routine preventive capabilities. Seasonal infectious disease prevention information is posted across all plant areas to enhance employees' awareness of self-protection.

● Human-Induced Hazard Assessment and Management

The Company established correct safety awareness, evaluated and improved the project through the human factor engineering safety education and training. Labor health service personnel coordinate annual health checks and conduct ergonomic assessments to promptly identify musculoskeletal disorders. Feedback is provided to occupational safety and health units, with individual case management and improvement project evaluations to prevent repetitive motion-induced musculoskeletal disorders.

For example, the human factor assessment and improvement of machine maintenance include the provision of spreaders, lifting trolleys, and jigs to replace parts and components.

We reviewed the use of fully automatic and semi-automatic auxiliary equipment to reduce personnel hazards at work. For work arrangement, we imported MES boards to schedule work tasks, and relatively overloaded positions will have rotation arrangements.

● Maternal Health Protection and Management

Under the law of Act of Gender Equality in Employment for maternal health protection, both male and female workers are entitled to apply for parental leave without pay in addition to the seven days of prenatal examination leave, eight weeks of maternity leave, and seven days of paternity leave for spouses. There are also breastfeeding (collection) rooms and refrigerators set up in the Company, which is convenient and friendly for female employees who return to work after giving birth and having the needs to breastfeed (or collect) breast milk for their children.

To prevent female employees from exposing maternal health hazards in the workplace, the health center in the company has established maternal health protection and management procedures. After a comprehensive evaluation by professional medical specialists, measures such as hierarchical management and on-site improvement are adopted to ensure the maternal health of female employees.



*We arranged physician assessments for people who are in need, as well as provided maternity parking spaces, and signed up appointed stores for discounted prices on maternity related goods, and periodically distributed questionnaires to collect suggestions. Moreover, we provided pregnancy and childcare information before maternity leave.