

2024 Measures for Employee Personal Safety and Workplace Environment Protection and Their Implementation Status

1. Policy Goal for Operating Environment Measurements

The related environmental measurement policies prepared for the Company's Occupational Safety and Health Management System are stated below, which not only help outsiders and the employees know the attitude and commitment of the specific business in ensuring safety and health in the workplace but also fulfill the attachment of employees to the Company by involving everyone; they are the highest directives of the specific business in environmental monitoring.

(1) Policy Statement

Comply with laws and regulations and customers' or other relevant requirements; answer to the green environmental protection movement around the world; and create a sound workplace.

Continue to improve, prevent against pollution, and prevent against risk factors for minimized costs associated with risk control.

Create the environmental/occupational safety and health management system/organization and operating system to improve performance in environmental protection/occupational safety and health.

(2) Goal

To meet basic requirements under laws and regulations governing occupational safety and health:

Keep track of the pattern of work in the operating environment and evaluate the hazardous condition that workers are exposed to (or of energy) in order to improve the field environment and to prevent against occupational disasters.

(3) Organization and Responsibilities of Members

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Before the Workplace Monitoring Plan (including the sampling strategy) is defined, the Safety and Health Office shall form a "Workplace Monitoring Group". The Workplace Monitoring Group shall be capable of performing the following duties:

1. Deciding the purpose of environmental determination and the exposure management target
2. Planning and performing environmental measurements
3. Discussing environmental measurement findings

2. Performance in Industrial Safety

The Company has prepared its annual extensive occupational safety audit group action plan. The President serves as the convener and the Management Service Department is the steering unit. The Safety and Health Office and department heads form the audit group. The Safety and Health Office compiles reports on

matters pending improvement and submit them to the President and respective departments for the improvements to be made, works around on a daily basis for industrial safety audits, and discusses improvements in the quarterly industrial safety committee meetings in order to protect staff safety and health.

Occupational Safety and Health Audits	
1.Extended Occupational Safety Joint Audit Group	At least once a year
2. Occupational Safety Rounds Management	At least twice a day
3. Factory Affairs Department Rounds Management	At least once a week
4. Supervisor Field Trip Management	At least twice a day

3. Equipment Management

The Company classifies equipment and manages it accordingly. All hazardous machinery and equipment are controlled as required by law and careful maintenance is performed on the machinery and equipment to ensure their safe operations. Hazardous machinery and equipment of Hong Tai Electric Industrial Co., Ltd. includes 4 sets of fixed cranes and 2 sets of high-pressure gas-specific equipment totaling 6 units. 4 of them were inspected throughout 2024.

4. 2024 Professional Occupational Safety and Health Licenses

License holder	Quantity	License holder	Quantity
Occupational safety and health administrator	5	Fire prevention manager	3
Class A occupational safety and health operation supervisor	1	Dust operation supervisor	2
Class B occupational safety and health operation supervisor	1	Oxygen-deprived operation supervisor	2
Operator of a stacker with a weight capacity of 1 ton and above	45	Ionizing radiation operator	2
Operator of a fixed crane with a weight capacity of 3 tons and above	14	Energy manager	1
Boiler operator	2	Class B air pollution controller	1
Organic solvent operation supervisor	1	Waste clearance professional technician	2
First-aid staff	7	High pressurized gas-specific equipment operator	2

Hours of training on occupational safety and health completed over the past three years and headcount

Year	Headcount	Hours
2022	356	1,215
2023	228	776
2024	237	645

5. Performance in Industrial Safety

Disability-related injuries suffered by employees of the Company over the past three years		
Plant Year	Death	Disability
2022	0	0
2023	0	1
2024	0	0