

# **2025 Measures for Employee Personal Safety and Workplace Environment Protection and Their Implementation Status**

## **1. Policy objectives of the Occupational Health and Safety (OHS) management system:**

The Company has implemented an OHS management system and established related OHS policy statements as below. These policies demonstrate the Company's attitude and commitment toward maintaining a safe and healthy workplace for both outsiders and employees, and serve as the highest guiding principles for workplace environmental monitoring through full employee participation, thereby enhancing organizational cohesion.

### **(1) Policy Statement**

**“Compliance with regulations, risk reduction, full participation, and continuous improvement.”**

**Hong Tai Electric pursues sustainable business operations and development. In line with international OHS trends, it aims to prevent occupational accidents, safeguard employee safety and health, ensure the safe operation of all workplaces, and achieve the goal of zero accidents.**

**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**

**The Company complies with OHS regulations and promotes full employee participation and accountability. It continuously improves safety and health equipment and the working environment, reduces equipment-related risks, implements preventive maintenance for machinery, and strengthens safety and health education and training to enhance employees' knowledge and skills. In addition, the Company has established emergency response systems and conducts drills to minimize losses, with the goal of achieving zero major occupational injuries for employees.**

- (3) **Organization and Responsibilities of the Safety and Health Committee** The Company has established a Safety and Health Committee under the Occupational Safety and Health Office to perform the following functions:
1. Draft, coordinate recommend and review management plans.
  2. Evaluate on-site safety and health management performance.
  3. Review safety and health management matters related to contractors.

**2. Performance in Industrial Safety**

The Company has established an annual work plan for an expanded occupational safety audit team, led by the President as the chief convener, with the Management Service Department serving as the supervisory unit. The Occupational Safety and Health Office and department heads form the audit team. The Occupational 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. Safety personnel and on-site supervisors conduct daily walk-through safety inspections. Improvement items identified during inspections are reviewed quarterly in safety audit meetings. In 2025 and 2026, the Company reported zero disabling injury incidents among both employees and contractors. In addition, inspections conducted by the Office of Labor Inspection resulted in no violations or penalties.

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

**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 2025.

#### 4. 2025 Professional Occupational Safety and Health Licenses

License holder	Quantity	License holder	Quantity
Occupational safety and health administrator	6	Fire prevention manager	2
Class A occupational safety and health operation supervisor	2	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	3
Operator of a fixed crane with a weight capacity of 3 tons and above	14	Energy manager	1
Organic solvent operation supervisor	2	Class B air pollution controller	1
First-aid staff	8	Waste clearance professional technician	2
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
2023	228	776
2024	237	645
2025	308	906

#### 5. Performance in Industrial Safety

Disability-related injuries suffered by employees of the Company over the past three years		
Plant Year	Death	Disability
2023	0	1
2024	0	0
2025	0	0