

## Safety measures at work place and for employees' personal safety

Category	Details
ISO 45001 Occupational Health and Safety Management Systems	The company has obtained the certification of ISO 45001 occupational health and safety management system, and complies with environmental protection and safety laws and regulations and other requirements, and provides a healthy and safe working environment.
Access Security	<ol style="list-style-type: none"> <li>1. Stringent surveillance on all exterior and major interior entrances and exits using security camera or access security system 24 hours a day.</li> <li>2. Security guards are situated in factories to assist with securing the premises.</li> <li>3. Security systems with on-line connection to the security firm.</li> </ol>
Equipment Safety & Maintenance	<ol style="list-style-type: none"> <li>1. Annual public safety inspection by specialized company in accordance with the Regulations for Inspecting and Reporting Buildings Public Security.</li> <li>2. In accordance with the Fire Services Act, annual fire safety inspection shall be conducted by external parties. Periodic maintenance and inspection of fire safety equipment shall be performed.</li> <li>3. Pursuant to the Regulations for Management of Occupational Safety and Health, periodic maintenance and inspection on each device shall be performed.</li> </ol>
Physiological Hygiene	<ol style="list-style-type: none"> <li>1. Health Check : All new recruits undergo physical examinations before they enter the workplace. For incumbents, they undergo regular examinations according to regulations and frequencies. For all examination results, there are dedicated personnel to conduct relevant health management operations.</li> <li>2. Working environment : The Company regularly disinfects the environment of the factory area, and also has specific personnel to maintain the environment.</li> </ol>
Insurance	The Company handles labor insurance and national health insurance matters for employees in compliance with relevant regulations. Pursuant to the Labor Insurance Act and Enforcement Rules of the Labor Insurance Act issued by the Ministry of Labor, the Company assists employees in apply for insurance benefit payments from the Bureau of Labor in instances of child birth, injury, illness, disability, seniority and death.
Training	<ol style="list-style-type: none"> <li>1. Advocate the rules of occupational safety and health facilities every month, including the use of fire extinguishers, 6S rule of plant safety and health, electricity and operation safety regulations, etc.</li> <li>2. Handle machine safety operation training every quarter.</li> <li>3. Labor safety training are held every six months.</li> <li>4. Health talks are held every year.</li> </ol>