

# E.SUN FHC Occupational Safety and Health Policy

## Article 1 (Purpose)

These Occupational Safety and Health Policy (“the Policy” hereafter) have been adopted to ensure the Company’s compliance with international occupational safety and health standards, applicable laws and regulations, and stakeholder requirements, based on which workplace safety shall be upheld and hazard identification and risk assessment shall be implemented, thereby mitigating potential risks and concerns and creating a healthy, friendly workplace.

## Article 2 (Applicable Parties)

The Policy apply to all workers (including contractors and employees of suppliers) of and visitors to the Company and its subsidiaries, overseas branches included.

## Article 3 (Authority and Responsibility)

At the helm with regard to the Company’s occupational safety and health affairs, the Occupational Safety and Health Committee of its subsidiary E.SUN Bank, shall be responsible for supervising endeavors on this front, and the **Sustainable Talent Team** is set up in the Human Resources Department as the executive unit. Special emphasis is placed on bolstering occupational safety and health governance by linking the occupational safety and health goals to the performance appraisal of the chief human resources officer or the top supervisor of the Human Resources Department. The said committee, composed of the Company’s occupational safety personnel, nursing personnel, departmental heads, and employee representatives, is charged with setting goals and strategies, conducting communication and coordination, and holding a quarterly meeting to review implementation status and results. Electing employee representatives according to law offers a formal conduit for management and employees to have face-to-face discussions on safety and health issues.

## Article 4 (Basis and Implementation Approach)

1. In accordance with the Occupational Safety and Health Act, the Company incorporates occupational safety and health requirements into all business processes by taking its lead from the International Labor Organization’s Promotional Framework for Occupational Safety and Health Convention while creating a management system based on ISO 45001: 2018.
2. Enforce hazard identification and risk assessment: Occupational safety and health risks are analyzed and distinguished through distribution of questionnaires, autonomous checkups, and multichannel communication as well as by looking to such key indicators as work types,



inspections of operating conditions, and impacts on health. Action plans are implemented accordingly to undertake safety and health management and control.

3. Set occupational safety and health goals and performance gauges: To ensure that the occupational safety and health management system is effectively implemented and does what it is meant to, quantifiable and traceable goals and performance gauges aligned with the Policy shall be laid out and periodic tracing shall be conducted accordingly.
4. Optimize the occupational safety and health management system continuously: To ensure that the Company persistently strengthens efforts to uphold employee safety and health and upgrades its occupational safety and health management system, it shall be imperative to take preventive and corrective measures, file reports, and track progress, thereby ascertaining effective implementation of the aforesaid improvement measures.

#### Article 5

The Company and its subsidiaries may implement their respective management regulations based on the Policy.

#### Article 6

The Policy shall be implemented upon approval of the President.

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President, E.SUN FHC  
May 30, 2024