

Occupational Safety and Health Policy of Taiwan Cooperative Financial Holding Co., Ltd. and Its Subsidiaries

Adopted at the 35th meeting of the 4th Board of Directors on May 22, 2023

Article 1 This Policy has been enacted to implement the spirit of a friendly workplace and occupational safety and health, and to strive to provide a safe, healthy, and friendly work environment.

Article 2 Taiwan Cooperative Financial Holding Co., Ltd. and its subsidiaries (hereinafter referred to as “the Group”) focus on four main aspects: “caring for employees, preventing disasters, promoting health, and full participation.” Taking “all employees paying attention to labor safety and zero accidents in the workplace” as its biggest mission, the Group shall maintain the safety and health of its employees, customers, contractors, suppliers, and other co-workers; fulfill its corporate social responsibilities; implement corporate sustainable development; and work to be in line with international standards.

Article 3 In order to avoid occupational accidents and create a low-risk, safe, and healthy work environment, the Group promises to promote the following matters:

1. Strictly abide by the national occupational safety and health laws and relevant regulations.
2. Provide a safe and healthy workplace and eliminate hazards.
3. Implement risk assessment and management to improve occupational safety and health performance.
4. Organize occupational safety and health education and training, as well as health lectures.
5. Promote employee participation and implement the consultation mechanism with workers.

Article 4 This Policy shall become effective after being approved by the Board of Directors. Any amendments to this Policy shall follow the same procedure.