

Paiho Shih Holdings Corporation

Occupational Health and Safety Policy

I. Preface

Paiho Shih Holdings Corporation places great importance on its responsibilities in occupational health and safety (OHS). Upholding the belief that employees are the Company's most valuable assets, we are committed to implementing occupational health and safety policy to the highest standards. Guided by the vision of "Becoming a Leading Green Supply Chain Brand", the Company strives to foster a harmonious workplace characterized by zero tolerance, non-discrimination, mutual respect, and diversity and inclusiveness. To enhance overall OHS performance, in addition to complying with all applicable laws and regulations in each of operational sites, we have implemented the ISO 45001: 2018 Occupational Health and Safety Management System.

II. Policy Guidelines

The Company has established and approved the following occupational health and safety policy:

Prevention-Focused Safety, Manage from the Ground Up, Minimize Injuries, Zero Fatalities, Improve Conditions, Eliminate Hazards and Unite for a Safer Future.

Specific Principles:

1. Occupational Health and Safety Management System:

Establish a scientific and systematic occupational health and safety management framework with clearly defined departmental responsibilities to ensure effective implementation.

2. Prevention and Control of Occupational Injuries:

Implement relevant laws, regulations, and standards for occupational injuries prevention. Adopt protective measures against various occupational hazards to safeguard employees' health and safety.

3. Occupational Health and Safety Monitoring and Assessment:

Conduct regular occupational health and safety testing and evaluations to promptly identify and address potential hazards and health issues in the workplace.

4. Emergency Response and Contingency Planning:

Develop and maintain comprehensive emergency response plans to ensure that employees receive timely assistance and protection in the event of an incident.

5. Occupational Health Promotion and Education:

Enhance OHS awareness through education and communication, strengthen employees' safety awareness, and foster a robust occupational health and safety culture.

6. Performance Evaluation and Oversight:

Establish OHS performance assessment and oversight mechanisms to monitor policy

implementation, identify issues, and drive continuous improvement.

This policy applies to all personnel involved in the Company's operations, including but not limited to employees at domestic and overseas sites, contractors, and other business partners. Paiho Shih is committed to the following principles:

- Adhere to all national and local occupational health and safety laws, as well as international OHS standards.
- Continuously identify workplace hazards, assess risk levels, and establish prioritized and actionable improvement plans.
- Incorporate feedback from employees and labor representatives through channels such as safety reports and OHS committees, ensuring open communication and responsive follow-up.
- Establish measurable indicators to monitor and enhance OHS performance, and report results regularly to the Board of Directors.
- Strive for ongoing enhancement of the OHS management system and its effectiveness.
- Provide sufficient OHS training and health promotion programs to strengthen overall employee well-being.

“Safety & Health in Hearts, Secured by All Hands.” It is a shared commitment that all personnel unite in mutual support, strictly adhering to work discipline, complying with all regulations, and diligently implementing operational procedures. Our goal is to build a secure and thriving enterprise for all.

Chairman: CHENG Kuo-Ian
Paiho Shih Holdings Corporation
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