

2024 GRI 403 Occupational Health and Safety Plan - Integrated Disclosures

GRI Framework	Disclosed Matters	Disclosed Content
<p>403-1</p> <p>Occupational health and safety management system</p>	<p>a. Whether the occupational safety and health management system has been implemented, including whether: i. The system has been implemented because of legal requirements; ii. The system has been implemented based on recognized risk management and/or management system standards/guidelines.</p>	<ul style="list-style-type: none"> • The Chairman has signed the Occupational Safety and Health Policy and made it publicly available. Additionally, we have established "Directions Governing the Senior Management Performance and Related Remuneration" that link ESG performance to senior management remuneration. • Chunghwa Telecom is the first telecommunications provider in Taiwan to voluntarily implement and establish an occupational safety and health management system in accordance with the Occupational Safety and Health Act, successfully completing the ISO 45001 external verification process. • In 2024, all 27 institutions in the region achieved 100% compliance with ISO 45001 external third-party independent verification, resulting in a 100% coverage rate. Additionally, all 20 operational units classified as Category One enterprises have passed the TOSHMS certification. • The "Chunghwa Telecom Implementation Guidelines for Safety and Health Site Inspections" have been established, stipulating the frequency and key focus areas for site inspections to be carried out by supervisors at all levels.
	<p>b. Description of the scope of workers, activities, and workplaces covered by the occupational safety and health management system.</p>	<p>The applicable scope covers the 27 institutions, a 100% coverage rate, throughout the entire region, with 20,193 employees and 6,351 contract laborers, and all operational activities, products, and services of the Company.</p>
<p>403-2</p> <p>Hazard identification, risk assessment, and incident investigation</p>	<p>a. Describe the process for identifying routine and non-routine occupational hazards and conducting risk assessments. Apply tiered control measures to eliminate hazards and minimize risks, including: i. How the organization ensures the quality of these processes, including the capabilities of the personnel executing these processes; ii. How the results of these processes are utilized to assess and continuously</p>	<ul style="list-style-type: none"> • Establish the Health and Safety Hazard Identification and Risk Assessment Procedure to actively identify, analyze, and evaluate the raw materials, machinery and equipment, work environment, and personnel activities involved in various operations (activities) or services, as well as their preceding and subsequent processes, which may lead to various types of hazards, including physical, chemical, biological, psychosocial, and ergonomic hazards.

GRI Framework	Disclosed Matters	Disclosed Content
	enhance the Occupational Safety and Health Management System.	<ul style="list-style-type: none"> • The risk assessment process covers routine and non-routine activities, as well as the likelihood and severity of conditions that may arise during operations. Operational control procedures or action plans are then developed to mitigate the level of unacceptable risk. For high-risk operations, relevant safety measures have been implemented to control risks within acceptable limits. In addition, the risk assessment results have been submitted to the Occupational Safety and Health Management Review Committee for review. • The Four Major Preventive Plans for Labor Health Protection have been established, creating a comprehensive assessment and investigation procedure. All workplaces in the region have completed identification and evaluation operations. For detailed assessment results, please refer to disclosure 403-10. • Three occupational training centers are established in Banqiao, Taichung, and Kaohsiung. We have formulated the "Implementation Guidelines for Safety and Health Education and Training" to ensure that relevant staff members have the necessary capabilities to carry out their work effectively. • 140 drill and promotion sessions for high-risk operations were conducted, totaling 6,252 participants. <ul style="list-style-type: none"> • 54 drill sessions for confined space operations were conducted, totaling 2,172 participants. • 86 drill sessions for elevated operations were conducted, totaling 4,080 participants. • Promotion sessions for high-risk operations totaled 38,694 participants. <ul style="list-style-type: none"> • Promotion sessions for confined space operations totaled 17,636 participants. • Promotion sessions for elevated operations totaled 21,058 participants.

GRI Framework	Disclosed Matters	Disclosed Content
		<ul style="list-style-type: none"> • High-risk operations are promoted through safety morning meetings, labor safety briefings, emails, Teams, and the internal website.
	<p>b. Description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p>	<ul style="list-style-type: none"> • The Accident Handling Guidelines stipulate that relevant supervisors and occupational safety personnel must be notified by telephone immediately after an accident occurs. Additionally, an accident report form must be submitted within the specified timeframe, detailing the circumstances of the incident and the actions taken. • The occupational safety units of each institution are responsible for the preliminary investigation and analysis of incidents. They collaborate in the investigation and propose improvement recommendations, ensuring that incidents are addressed promptly and that the occurrence of similar events in the future is minimized. • In addition to strengthening drill promotions, information on the identification and assessment of high-risk operational hazards is added to the line engineering management system to enable operators to effectively identify risks. Through systematic management approaches, a workplace safety culture and the health and safety of every worker are ensured. • If employees have concerns about occupational diseases, they may seek assistance in accordance with the Labor Occupational Accident Insurance and Protection Act. In particular, they can visit a medical institution recognized by the competent authority for a systematic professional evaluation and diagnosis by an occupational medicine specialist. This ensures that employees facing concerns about occupational diseases receive timely assistance and support. As of 2024, there have been no reported cases related to occupational diseases.

GRI Framework	Disclosed Matters	Disclosed Content
	<p>c. Description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and how workers are protected against reprisals.</p>	<ul style="list-style-type: none"> • Chunghwa Telecom is committed to establishing a safe working environment, encouraging employees to take necessary actions when faced with hazards, and ensuring that their rights are protected. These measures enhance workplace safety culture, ensuring health and safety for all employees. • Chunghwa Telecom has established the Control Guidelines for Confined Space Operations, Control Guidelines for Elevated Operations, and Control Guidelines for Manhole and Pipeline Excavation Operations, all of which include provisions related to workers' right to refuse or stop working. • When workers identify an immediate risk while performing their duties, they shall cease the ongoing work to prevent further danger. Under the premise of ensuring personal safety, they shall immediately report to the direct supervisor, providing specific descriptions of the hazards and relevant information. In accordance with the law, no adverse actions shall be taken against workers who implement safety retreat measures.
	<p>d. Description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	<ul style="list-style-type: none"> • The "Chunghwa Telecom Incident Investigation and Handling Procedures" has been established. A total of 34 occupational accidents occurred during duty execution, with 27 cases closed, resulting in a closure rate of 79.4%. The remaining cases remain open due to pending work resumption and unresolved external matters. Additionally, 118 false alarm incidents were reported, with the top three categories being business, line operations, and machinery. • Ensure that workplace incidents are investigated to identify their causes and propose improvement measures to enhance workplace safety and health.

GRI Framework	Disclosed Matters	Disclosed Content
		<ul style="list-style-type: none"> • Conduct environmental assessments every six months, with results consistently meeting standards; operational sites are free of CMR substances.
<p>403-3</p> <p>Occupational health services</p>	<p>a. Description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.</p>	<ul style="list-style-type: none"> • Utilizing professional information and communication technology, the independently developed Employee Health Management System (EHS) provides health examination report management, four major risk prevention programs for emerging occupational diseases, health risk assessment and classification, health management specialist care, and integration of medical consultation records and questionnaire functions. High-risk individuals were identified by importing health check reports. In 2024, the system identified nearly 1,000 individuals with coronary heart disease and metabolic syndrome, accounting for 0.5% of the population. Through healthcare support, employees are able to promptly monitor their health status and undergo regular follow-ups and assessments to achieve control and improvement. • Independently developed the Personal Health Record app, providing employees with personalized health information aggregation (health check reports, physiological measurement records). In 2024, employee usage reached 13,924 instances. • In 2024, a total expenditure of NT\$73,108,861 was allocated for employee healthcare, encompassing health check-ups, health promotion activities, and medical consultations. • A total of 77 Automated External Defibrillators (AEDs) and 25 workplace health management physiological measurement systems have been deployed across all operational sites. These systems are integrated

GRI Framework	Disclosed Matters	Disclosed Content
		<p>with the Employee Health Management System and Personal Health Record system, enabling employees to monitor their blood pressure changes at any time.</p> <ul style="list-style-type: none">• Eighteen specialized health service spaces have been established throughout company locations, providing services such as health services, health consultations, health care, and emergency injury and illness treatment.• In 2024, Chunghwa Telecom employed a total of 35 full-time nurses, of which 10 hold EMT1 certification. Additionally, there are 21 contracted physicians providing labor health services at various institutions.• Established an employee physical and mental wellness platform and implemented an Employee Assistance Program (EAP). Through contracts with external consulting firms, we provide free professional counseling services to each employee up to 5 times per year, with additional sessions available as needed, to help employees resolve psychological, legal, health, and management-related issues. The psychological counseling services cover areas including emotional management, self-exploration, interpersonal relationships, career and work matters, family and marriage, parenting, romantic relationships, parent-child relationships, and physical and mental stress relief. In 2024, a total of 767 instances of professional consulting services were utilized, and case managers provided services on three occasions.• To encourage employees to undergo health examinations, we provide full subsidies of NT\$3,500 per person per year for health check-up expenses. Based on the top ten causes of death announced by the Ministry of

GRI Framework	Disclosed Matters	Disclosed Content
		<p>Health and Welfare and diseases commonly affecting older employees, we have designed diverse health examination programs for employees and their dependents to choose from.</p> <ul style="list-style-type: none"> Established a health risk classification mechanism (divided into three levels: A, B, and C). For employees classified as Level A health risk, health management specialists proactively provide care and individual health guidance. Through proactive care and individual health guidance provided by medical and nursing staff, the Level A ratio has decreased year over year, dropping from 4.59% in 2023 to 4.14% in 2024. Diverse and enriching health promotion activities provide employees with at least two health messages each month. For employee work environments, regular monitoring and recording of temperature, humidity, illumination, noise, and indoor air quality (CO2) are implemented to ensure workplace comfort and safety. Monitoring results conducted every six months have all met regulatory requirements.
403-4 Worker participation, consultation, and communication on occupational health and safety	a. Description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	We have established a dedicated top-level "Occupational Health and Safety Management Unit", as well as the "Occupational Health and Safety Communication, Participation, and Consultation Management Procedure", creating effective channels for internal employees, external contractors, and stakeholders to express their commitment to health and safety management and enable two-way communication on the matters.
	b. Where formal joint management-worker health and safety committees exist, the reporting organization shall provide a	<ul style="list-style-type: none"> Occupational Safety and Health Committees are set up in all institutions across all regions. These committees are comprised of occupational safety

GRI Framework	Disclosed Matters	Disclosed Content
	<p>description of their responsibilities, meeting frequency, decision-making authority, and reasons for the absence of worker representatives on the committee, if applicable.</p>	<p>and health personnel, relevant department supervisors, and employee representatives. At headquarters, the Executive Vice President serves as Chairperson (with the senior executive serving as Chairperson at subsidiary institutions). Employee representatives constitute at least one-third of the committee membership. Meetings are held at least once quarterly to review occupational safety and health policies, objectives, and performance.</p> <ul style="list-style-type: none"> • A minimum of four meetings were held in 2024, during which a total of 216 proposals were effectively resolved. The primary focus is on discussing the improvement of safety and health management issues, accounting for approximately 81% of the total proposals.
<p>403-5 Worker training on occupational health and safety</p>	<p>a. Description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	<ul style="list-style-type: none"> • Under the Chunghwa Telecom Telecommunication Training Institute, there are three vocational training centers located in Banqiao, Taichung, and Kaohsiung, which are responsible for conducting various types of occupational safety and health education and training. The training targets include employees of contractors. We have also established 26 health livestreaming course channels (H channel) with a total of 5,843 people participating in online learning, and e-Learning traffic safety online video courses with 19,936 people studying online. These provide employees with 24-hour online and offline self-learning capabilities, enabling employees to engage in self-directed learning anytime and anywhere, with the flexibility to choose suitable times and spaces to learn relevant knowledge about safety, health, and wellness. • Occupational safety and health training includes: General operations (general worker on-the-job training, new employee training, Class A and

GRI Framework	Disclosed Matters	Disclosed Content
		<p>Class C safety and health supervisors, first aid personnel, etc.)/Specific operations (oxygen-deficient work supervisors, forklift operators, rooftop work supervisors, etc.), totaling 240 training sessions with 21,735 participants, including 20,395 employees and 1,340 subsidiary and contractor employees. Course satisfaction ratings averaged 5.84 points (out of a maximum of 6 points).</p> <ul style="list-style-type: none"> • Conducted emergency response training exercises for high-risk operations in elevated and confined spaces, with a total of 6,252 participants, to enhance their knowledge and skills in disaster prevention.
<p>403-6 Promotion of worker health</p>	<p>a. Explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p>	<ul style="list-style-type: none"> • We employ contracted medical personnel and other related occupational health personnel to provide and promote access to non-occupational medical and health services for workers. Employee healthcare expenditures totaled NT\$73.1 million in 2024. • For employee health consultations, physicians provide on-site services 36 times per month, with each session lasting 3 hours and each individual consultation lasting approximately 30 minutes. In total, there were 431 service sessions provided throughout the year. The number of times on-site physician services were provided: 4,122, and the number of consultations with nursing staff was 24,555. • Utilize the self-developed Employee Health Management System (hereinafter referred to as EHS) to analyze and evaluate employee health examination records. Based on risk attributes, the system provides care, guidance, and health education, while also offering on-site services such as arranging doctor consultations with employees or telephone consultations to provide health management recommendations.

GRI Framework	Disclosed Matters	Disclosed Content
		<ul style="list-style-type: none"> On-site physicians can assist in evaluating the work environment and propose improvement suggestions, such as adjusting workflows and enhancing workplace facilities, to create a healthier and safer work environment, thereby increasing employee efficiency and satisfaction.
	<p>b. Description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs</p>	<ul style="list-style-type: none"> The Company has established an employee health service plan to promote and provide voluntary health promotion services to workers. We provide health examinations and care that go beyond legal requirements. Employees can choose appropriate examination packages based on factors such as age and high-risk health factors. Additionally, family members of employees can also participate in the health examination activities. In 2024, comprehensive healthcare for female employees were provided, with a particular focus on cancer prevention and screening. Female employees aged 30 and above receive one cervical smear test annually, totaling 950 individuals. Those aged 45 to 69, or aged 40 to 44 with a first-degree relative previously diagnosed with breast cancer, undergo a mammogram every two years, totaling 314 individuals. Influenza vaccination can reduce the risk of infection while saving time and money by providing convenient nearby medical care. It also protects employees and their family members, reduces sick leave and salary losses, and for businesses, enhances corporate image and employee satisfaction. A total of 22 institutions across all operational locations in Taiwan organized vaccination programs. Eligible participants included adults aged 50 and above; high-risk chronic disease patients such as those with cardiovascular disease and diabetes; pregnant women and parents of infants under 6

GRI Framework	Disclosed Matters	Disclosed Content
		<p>months; and registered medical personnel, with a total of 1,522 people participating in the vaccination program.</p> <ul style="list-style-type: none"> • Promote an Employee Assistance Program (EAP), providing each employee with 5 free external professional counseling services per year. Employees can also allocate their personal sessions for use by their dependents. The service was utilized 767 times, with case managers providing on-site services 3 times. • Focused on organizing seminars for middle-aged and older adults, as these two groups face unique health, occupational, and social challenges in the workplace and in their daily lives. Through the seminar, appropriate knowledge and resources were provided to enhance their health and workplace competitiveness, thereby promoting a more friendly and efficient overall work environment. • The health seminar for middle-aged and older individuals consisted of a total of 38 sessions, with an overall attendance of 25,588 participants. • The female lecture series consisted of a total of 7 sessions, with an overall attendance of 20,163 participants.
<p>403-7</p> <p>Prevention and mitigation of occupational health and safety impacts directly linked by</p>	<p>a. Description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.</p>	<ul style="list-style-type: none"> • Established the "Health and Safety Hazard Identification and Risk Assessment Procedure" to actively identify and assess hazards associated with various operations or services. • Feasible control methods or response measures are implemented according to the level of risk in order to prevent and mitigate potential hazards of different types.

GRI Framework	Disclosed Matters	Disclosed Content
business relationships		<ul style="list-style-type: none">• The 2024 hazard identification and risk assessment highlighted increased risks in confined space operations. Control measures were implemented, including establishing confined space regulations, standard operating procedure drills, enhanced staff training, and on-site inspections, to improve safety and prevent accidents.• The "Implementation Guidelines for Health and Safety Procurement Management" focuses on preventing occupational safety and health impacts of machinery, equipment, and tools at the source.• Established the "Guidelines for Contractor Occupational Safety and Health Management" to implement the policy of responsible care for contractors, ensuring the occupational safety and health of contractor workers.• Since 2008, we have pioneered the "Sustainable Supply Chain Initiative," making us the first telecommunications operator in Taiwan to implement supplier ESG management practices. In 2023, we established the "Chunghwa Telecom Company, Ltd. Supplier Code of Conduct," "Chunghwa Telecom Company, Ltd. Supplier Sustainability/ESG Standards," and "Chunghwa Telecom Guidelines for Promoting Supplier Implementation of Sustainable Development."• Based on the "ISO 20400 Sustainable Procurement Guidance," we created a "Supplier Sustainability Partner Rating" system to encourage suppliers to enhance their sustainability/ESG practices and initiatives. Our "Sustainability Partner Certification" program has recognized 97 Gold-level suppliers to date. We commission SGS-Taiwan to conduct on-site

GRI Framework	Disclosed Matters	Disclosed Content
		<p>audits that objectively and impartially quantify supplier ESG performance, issuing reports that detail the evaluation results for audited suppliers.</p> <ul style="list-style-type: none"> • Chunghwa Telecom Academy has established the "Chunghwa Telecom Supplier Net Zero Sustainability Academy," providing ESG courses, industry benchmarks, and case study information. In 2024, 167 key suppliers participated in our "Capacity Building Programs for Suppliers," representing 82.27% of our key supplier base. • Suppliers with procurement amounts exceeding NT\$5 million are required to complete our annual "Supplier ESG Status Survey Questionnaire (with supporting documentation)" covering corporate ethics, labor rights, environmental management, and occupational safety and health. The 2024 response rate reached 85.47%. (Target: 85%)
<p>403-8</p> <p>Workers covered by an occupational health and safety management system</p>	<p>a. If the organization implements an occupational safety and health management system in accordance with legal requirements and/or recognized standards/guidelines: i. If the organization implements an occupational safety and health management system in accordance with legal requirements and/or recognized standards/guidelines: ii. The number and percentage of workers subject to internal audits under this management system; iii. The number and percentage of workers subject to external organizational audits or certification under this management system.</p>	<ul style="list-style-type: none"> • i. Yes, we have been certified in compliance with the Occupational Safety and Health Act and ISO 45001 standard, and validated by an external entity. • ii. In 2024, the internal audit for the ISO 45001 management system was conducted in all 27 institutions throughout the region, encompassing a total of 20,193 individuals, with a 100% coverage rate. • iii. In 2024, all 27 institutions throughout the entire region obtained external third-party independent verification for the ISO 45001 management system, encompassing a total of 20,193 individuals, with a 100% coverage rate.

GRI Framework	Disclosed Matters	Disclosed Content
	b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	No
	c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	By engaging external third-party independent verification organizations, we ensure compliance with the verification criteria outlined in ISO 45001.
403-9 Occupational injury	a. All employees: i. Number and rate of fatalities resulting from occupational injuries; ii. Number and rate of serious occupational injuries (excluding fatalities); iii. Number and rate of recordable occupational injuries; iv. Main types of occupational injuries; v. Working hours.	<ul style="list-style-type: none"> Employee work hours totaled 40,224,456 hours. The number of recordable work-related injuries totaled 13 cases. Employee occupational injury rate (IR): 0.32. The number of fatalities resulting from occupational injuries among employees is zero. Main types of employee hazards: falls, drops, traffic accidents. <p>Please see the 2024 Sustainability Report for details.</p> <p>Social Inclusion/Quality Human Capital/Health and Safety Management.</p>
	b. All non-employees whose work and/or workplace are controlled by the Company: i. Number and rate of fatalities resulting from occupational injuries; ii. Number and rate of serious occupational injuries (excluding fatalities); iii. Number and rate of recordable occupational injuries; iv. Main types of occupational injuries; v. Working hours.	<ul style="list-style-type: none"> The total working hours for on-site contractors amount to 12,651,192 hours. The number of recordable work-related injuries totaled 10 cases. Injury rate (IR) for on-site contractors: 0.79. The number of fatalities resulting from occupational injuries among on-site contractors is zero. Main types of hazards for on-site contractors: falls and drops, among others.

GRI Framework	Disclosed Matters	Disclosed Content
		<p>Please refer to the 2024 Sustainability Report, Social Inclusion/Quality Human Capital/Health and Safety Management.</p>
	<p>c. Occupational hazards that pose risks of serious occupational injuries, including: i. How these hazards are determined; ii. Which hazards caused or contributed to serious injuries during the reporting period; iii. Actions taken or to be taken using hierarchical controls to eliminate these hazards and minimize risks to the lowest level.</p>	<ul style="list-style-type: none"> • Chunghwa Telecom has formulated the "Health and Safety Hazard Identification and Risk Assessment Procedure" to ensure the identification, assessment, and control of work environment or operational hazards according to the Occupational Safety and Health Act. • Please see the 2024 Sustainability Report for details. <p>Social Inclusion/Quality Human Capital/Health and Safety Management</p> <ul style="list-style-type: none"> • Chunghwa Telecom has established three occupational training centers located in Banqiao, Taichung, and Kaohsiung. We have also formulated the "Implementation Guidelines for Safety and Health Education and Training" to ensure that relevant staff members have the necessary capabilities to fulfill their work and responsibilities related to occupational health and safety.
	<p>d. Actions taken or planned to eliminate other occupational hazards and minimize risks using grading management.</p>	<ul style="list-style-type: none"> • We have established the "Health and Safety Hazard Identification and Risk Assessment Procedure" to actively identify and assess hazards associated with various operations or activities, evaluate risks, and implement hierarchy of controls. The procedure also serves as the basis for the planning of operational control procedures or development of action plans, such as the "Control Guidelines for Hot Work" and the "Heat Hazard Prevention Plan for High-Temperature Outdoor Work".

GRI Framework	Disclosed Matters	Disclosed Content
		<ul style="list-style-type: none"> • To ensure the necessary resources for the hierarchy of controls, such as manpower, budget, training, communication, and incentives, are integrated into the existing operating systems, we formulate plans for implementation and hold management-level review meetings, aiming to ensure the effectiveness of occupational health and safety management. • Short, medium, and long-term goal setting: Maintain zero occupational accidents for contractor workers, with disaster reduction ratios increasing year over year (from 34% to 40%). The 2024 disaster reduction performance was 47.94%, with a 2025 disaster reduction target of 35%, while establishing a high-quality work environment.
	e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	1,000,000
	f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	Yes (Statistics compiled based on the data of HongHwa International Corp.)
	g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	In accordance with the competent authority's "Monthly Report on Occupational Disasters" regulations, we collect and compile monthly statistical data from all branches and institutions.
403-10 Work-related ill health	a. All employees: i. The number and rate of deaths caused by occupational diseases; ii. The number of recordable cases of occupational diseases; iii. The main types of occupational diseases.	<ul style="list-style-type: none"> • Occupational disease rate (ODR) for employees: 0 cases. Please see the 2024 Sustainability Report for details. Social Inclusion/Quality Human Capital/Health and Safety Management

GRI Framework	Disclosed Matters	Disclosed Content
	<p>b. All non-employees whose work and/or workplace are controlled by the Company: i. The number and rate of deaths caused by occupational diseases; ii. The number of recordable cases of occupational diseases; iii. The main types of occupational diseases.</p>	<ul style="list-style-type: none"> Occupational disease rate (ODR) for on-site contractors: 0 cases. <p>Please see the 2024 Sustainability Report for details.</p> <p>Social Inclusion/Quality Human Capital/Health and Safety Management</p>
	<p>c. Occupational diseases that pose risks of serious occupational injuries, including: i. How these diseases are determined; ii. Which diseases caused or contributed to serious injuries during the reporting period; iii. Actions taken or to be taken using hierarchical controls to eliminate these diseases and minimize risks to the lowest level.</p>	<ul style="list-style-type: none"> Prevention of diseases triggered by abnormal workload: Formulated the "Abnormal Workload-Induced Disease Prevention Plan"; the proportion of employees with occupational cardiovascular and cerebrovascular disease risk levels of 2 points or above was 1.61%, and on-site occupational health physician consultations and guidance were arranged for the aforementioned individuals. Human factor hazard prevention: Formulated the "Human Factor Hazard Prevention Plan"; the proportion of employees with musculoskeletal injury survey hazard levels classified as "suspected hazardous" or above was 2.47%. For employees with suspected hazards, work processes and hazard assessments were analyzed, and after confirming ergonomic hazard factors, appropriate improvement methods were selected and implemented. Maternal health protection in the workplace: Formulated the "Maternal Health Protection Plan for Female Workers"; the proportion of employees with maternal health protection hazard risk classification reaching Level 2 management or above was 0.01%. Hazard information was provided to the

GRI Framework	Disclosed Matters	Disclosed Content
		<p>aforementioned female workers, potential hazard risks were assessed, and hazard prevention measures were implemented.</p> <ul style="list-style-type: none"> • Prevention of unlawful harm during work: Formulated the "Prevention Plan for Work-Related Unlawful Acts"; the proportion of employees identified as having workplace unlawful harm prevention hazard levels classified as moderate risk or above was 4.03%. Those with moderate risk or above should review existing control measures and add new measures or make modifications when necessary. • Establish goals and monitor achievement: Reduce the number of individuals classified as Health Risk Level A by 3% annually (compared to the previous year) and provide 100% health care for those at Health Risk Level A.
	<p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>Yes (Statistics compiled based on the data of HongHwa International Corp.)</p>
	<p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>In accordance with the competent authority's "Monthly Report on Occupational Disasters" regulations and the "Guidelines for Determining Occupational Induced Cerebrovascular and Cardiovascular Diseases (excluding those caused by trauma)", we collect and compile monthly statistical data from all branches and institutions.</p>