

## 8. Emergency Response Measures and Fire Safety Management

To enhance emergency responsiveness, Hon Chuan has established an emergency response team for each plant site with clearly defined roles for fire and chemical hazard command and handling. The following measures have been implemented: Fire Safety Infrastructure: All plants are equipped with fire alarms, dry chemical extinguishers, fire hydrants, and evacuation signage. Regular inspections and maintenance are conducted to ensure functionality, and suspended fire extinguishers have been installed above the forklift charging zones to prevent and control fire incidents effectively. In 2024, NT\$2.968 million was invested in fire safety improvements.

### Chemical Hazard Emergency Response

The facilities are equipped with Diophantine (a chemical splash neutralizer) and emergency first-aid kits to allow prompt response in the event of chemical burns, effectively reducing the severity of injuries and mitigating operational risks.



Suspended fire extinguishers have been installed above the forklift charging zones

## 9. Health Promotion and Management 403-3 403-6

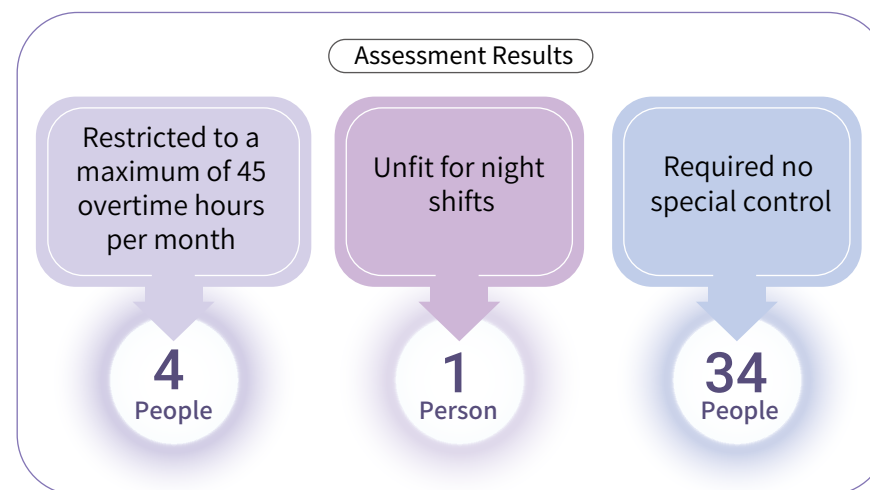
### Promote the Four Plans of the Occupational Safety and Health Administration 403-3

#### ◆ Workplace Violence Hazard Prevention Plan

Aims to foster a friendly workplace free from violence and discrimination by implementing preventive, corrective, and disciplinary measures. In 2024, no complaints were reported.

#### ◆ Management of Hazards from Abnormal Workload

In accordance with the Regulations for Managing Hazards from Abnormal Workloads, regular health risk assessments are conducted, with follow-up medical consultations and individual case tracking. In 2024, adjustments were made based on assessment results to reduce overwork risks



## ◆ Management of Maternity Health Protection

To ensure the physical and mental health and work safety of female colleagues during pregnancy, postpartum, and breastfeeding, the "Management Measures for Maternity Health Protection" have been specially formulated.

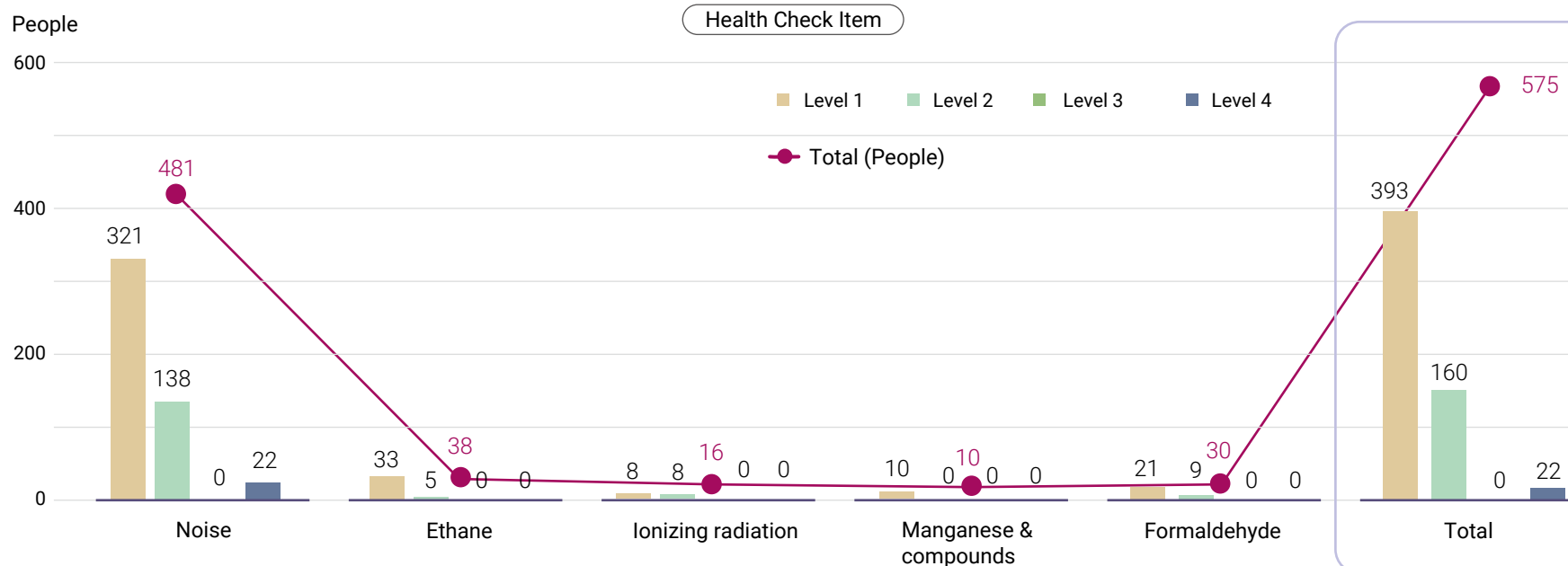
In 2024, 12 evaluations were completed, 10 employees retained their original positions, 1 employee had a job reassignment, 1 employee had adjusted working hours

## ◆ Ergonomic Hazard Prevention Plan

To prevent repetitive musculoskeletal disorders (MSDs), the company implemented a program involving questionnaires, on-site observations, and physician consultations. In 2024: 549 employees completed the questionnaire, 31 underwent secondary evaluation, only 1 scored above level 3, and the physician confirmed no health hazard

## ◆ Health Risk Tiered Management

In 2024, a total of 575 employees underwent special health examinations for designated operations. Based on the results, they were categorized into health risk levels, and individualized guidance was provided. This dual approach combined engineering improvements and healthcare interventions to reduce the risk of occupational diseases.



## ◆ Promoting Employee Health / Healthy Workplace

Hon Chuan regularly sends all-staff emails with health care, workplace nutrition, and exercise guidelines to enhance employees' health awareness.

