

Fubon Financial Holding Co., Ltd. Occupational Safety and Health Management Rules

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Responsible Unit: Human Resources Division

Version: Version 1

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Article 1 Purpose

Fubon Financial Holding Co., Ltd. (the “Company”) is establishing the “Fubon Financial Holding Co., Ltd. Occupational Safety and Health Management Rules” (the “Rules”) based on the Ministry of Labor’s “Occupational Safety and Health Management Regulations” to prevent occupational hazards and ensure the safety and health of Company employees in the workplace.

Article 2 Scope

The Rules apply to all Company departments and their respective workplaces. All employees shall comply with its provisions.

Article 3 Decision-maker’s Responsibilities

The decision-maker referred to in these Rules is the Company’s president, who has the following responsibilities:

1. Being fully responsible for the Company’s occupational safety and health management;
2. Deciding the Company’s occupational safety and health policies
3. Authorizing the occupational safety and health management unit and its personnel to handle related issues and overseeing the implementation of occupational safety and health management measures by managers of Company departments

Article 4 Establishing an Occupational Safety and Health Management Unit and Its Responsibilities

The Company shall establish a staffed occupational safety and health management unit (handled by the Human Resources Division) to help the decision-maker plan, devise, promote and oversee occupational safety and health management initiatives, and guide and assist units in carrying them out. The unit shall report on its activities to central government regulatory authorities.

Article 5 Tasks to Be Handled by the Occupational Safety and Health Management Unit

The unit shall devise occupational safety and health management plans in accordance with the law, carry out the following occupational safety and health management measures, and keep a record of its actions for reference for three years:

1. Establish and revise the Occupational Safety and Health Rules and the Occupational Safety and Health Plan, and supervise their implementation by the departments concerned
2. Guide each department and workplace managers and personnel in carrying out occupational safety and health-related tasks
3. Help departments plan and carry out occupational safety and health training programs
4. Help departments plan and carry out employee physicals and health management programs
5. Conduct surveys on occupational hazards such as employee diseases, injuries, disabilities, and deaths
6. Provide occupational safety and health consultation services
7. Promote and publicize other occupational safety and health issues and initiatives

Article 6 Occupational Safety and Health Management Issues that Department Managers Should Help Implement

1. Preventing occupational hazards from occurring
2. Carrying out occupational safety and health management tasks and measures
3. Supervising personnel in the department they manage on compliance with occupational safety and health norms

Article 7 Occupational Safety and Health Measures with which Company Employees Shall Comply

1. Abide by occupational safety and health-related laws and rules and occupational safety and health management norms established by the Company
2. Get a physical examination when beginning one's employment, undergo physical checkups on a regular basis, and follow health management rules
3. Receive the necessary occupational safety and health training for normal work routines and the prevention of disasters
4. Comply with Company directives and participate in various occupational safety and health activities

Article 8 Additional Provisions

Other matters not covered in the Policy should be handled in accordance with regulatory authority laws and regulations and related Company rules and guidelines.

Article 9 Implementation and Revision

The Rules will be published and implemented in accordance with the Company's policy on establishing policies after being approved by the Company's president. The same is true for revisions.

Table: Record of Changes

Version	Date of Approval	Effective Date	Approval Level	Notes
01	2022/06/10	2022/06/17	President	