

Fubon Financial Holding Co., Ltd. and Domestic Subsidiaries Workplace Health and Safety Statement

Article 1 Purpose

Fubon Financial Holding Co., Ltd. (the “Company”) and domestic subsidiaries listed on its business license (“subsidiaries”) are dedicated to doing their utmost to maintain workplace health and safety. The “Fubon Financial Holding Co., Ltd. and Domestic Subsidiaries Workplace Health and Safety Statement” (the “Statement”) articulates their commitment to abide by the spirit of ISO45001, international occupational health and safety (OHS) standards, and domestic OHS management regulations.

Article 2 People Covered by the Statement

1. All employees of the Company and its subsidiaries
2. People dispatched by contractors to the Company and its subsidiaries

Article 3 Statement Contents

The Company’s goal is to “make every effort to create a workplace environment that is completely free of harassment and discrimination, injuries, disease, and accidents.” It is committed to taking the following actions to achieve that goal:

1. Comply with international standards and laws and OHS-related laws and regulations announced by the Ministry of Labor; devise internal rules and programs related to OHS management.
2. Have Fubon Financial Holdings and its subsidiaries each establish an “Occupational Safety and Health Committee” as required by law that consists of department heads, OHS specialists, medical personnel, and worker representatives. The committee shall plan, establish, promote and supervise rules and programs that meet workplace needs.
3. Continue to improve the performance of the OHS management system, with the “Occupational Safety and Health Committee” responsible for effectively managing workplace health and safety risk and reducing hazards through the following procedures:
 - (1) Identification: Define material issues based on domestic and overseas OHS-related laws and indicators, the nature of the Company’s operations, and the type of work involved
 - (2) Assessment: Internal professional nurses and workplace safety managers shall regularly assess the degree of employee exposure to workplace-related risks.
 - (3) Actions: Devise different action plans and establish related quantitative indicators and mitigation measures based on the regular OHS risk assessments; the greater an

issue's risk, the higher the priority to be given to action plans and corrective measures dealing with the risk.

- (4) Tracking and improvement: The degree to which action plans have been implemented and the plans' effectiveness shall be carefully tracked through such indicators as physical checkup results, questionnaires, medical worker and employee self-assessments, and actual data on the plans. This monitoring shall be done to ensure the effectiveness of health risk management measures. At the same time, goals shall be set for each program and incorporated into employees' year-end performance evaluations to link the goals to performance bonuses. These steps will reinforce workplace health and safety risk assessment mechanisms and the implementation of physical and mental health promotion activities and safety measures. The results of initiatives and the progress made in achieving goals are compiled quarterly. The Company's Corporate Governance and Sustainability Committee shall report on the execution of key initiatives, goal achievement rates, and improvement plans to the board of directors every six months to ensure the effective promotion of health initiatives and safety measures.
4. Carry out OHS training and publicity to strengthen employees' safety awareness and reduce workplace accidents.

Article 4 Announcement and Implementation

The statement shall be made public and implemented after being approved by the Company's president. The same procedure shall apply for revisions.