

Arcadyan upholds a people-oriented philosophy and is committed to providing a safe and healthy workplace. We actively prevent occupational hazards, reduce health risks, and protect employee well-being. Since 2005, Arcadyan has implemented the ISO 45001 Occupational Health and Safety Management System. Through systematic risk management, employee participation, and regular audits, we continuously improve our practices to achieve a zero-incident workplace.

This policy applies to all Arcadyan operating sites and related activities. It covers all employees and extends to suppliers, contractors, and business partners to jointly maintain a safe and healthy working environment.

### Management Policy:

1. Comply with all applicable domestic occupational safety and health laws and regulations, and effectively implement the occupational safety and health management system.
2. Promote education and awareness programs on occupational safety and health.
3. Implement employee health management, proactively prevent occupational incidents, and build a zero-incident safe workplace.

### Implementation Principles:

1. Governance and Accountability: Establish a Labor Safety and Health Management Committee chaired by the General Manager or designee. The Committee approves and drives policy implementation, sets annual quantifiable targets and action plans, and conducts regular supervision, review, and improvement.
2. Compliance with Laws and Standards: Comply with the Occupational Safety and Health Act and all applicable local regulations. Maintain the management system per ISO 45001 and align with ILO conventions to strengthen compliance and effectiveness.
3. Employee Participation and Communication: Establish open communication channels for employees and representatives to participate in safety and health consultation, negotiation, and decision-making. Provide systematic training to enhance awareness and competence.
4. Risk Identification and Assessment: Conduct regular hazard identification and risk assessments per ISO 45001, implement preventive and control measures, and continuously improve safety performance.
5. Workplace Health Management: Develop action plans based on risk assessments, promote comprehensive health management, prevent occupational injuries and illnesses, and support employees' physical and mental well-being.
6. Performance Management and Continuous Improvement: Pursue a zero-incident vision through measurable performance indicators, short-/medium-/long-term action plans, and ongoing optimization of safety and health practices.

This Policy was approved by the Board of Directors on May 7, 2026, and became effective on the same date. Any amendments to this Policy shall be subject to the same approval procedure.

General Manager:

