

Occupational Safety and Health Policy of Chang Hwa Bank

Approved in the 110th of the 25th Managing Directors' Meeting on October 4, 2019

Approved in the 123th of the 27th Managing Directors' Meeting on January 9, 2026

Article 1 (Purpose)

To actively implement occupational safety and health management and continuously improve workplace safety and health, this Policy is established in accordance with the ISO 45001 Occupational Health and Safety Management System and relevant domestic occupational safety and health laws and regulations, in the hope of providing all employees and stakeholders with a safe and secure work environment to achieve the highest goal of "24/7 safety & priceless health."

Article 2 (Scope)

This Policy applies to all employees of the Bank and its domestic subsidiaries as listed on the Bank's business license, as well as to personnel dispatched by contractors to the Bank and its subsidiaries.

Article 3 (Implementation Guidelines)

We uphold the belief of caring and respecting stakeholders, such as employees, customers, suppliers, contractors, etc. Based on domestic and international occupational safety and health laws, regulations, and standards, as well as key indicators such as the Bank's operational characteristics and the impact on employee safety and health, we analyze and identify occupational safety and health risks requiring priority attention. We then develop corresponding action plans, set quantifiable continuous improvement targets, and implement mitigation measures according to the level of risk.

We are committed to and promote the following:

1. Establish a safe and healthy workplace.
2. Implement a zero-tolerance policy for workplace misconduct.

3. Control and manage occupational safety and health risks.
4. Strengthen occupational safety and health education and training.
5. Ensure consultation and participation of workers and labor representatives.
6. Comply with international standards, legal requirements, and applicable obligations.
7. Continue to optimize the occupational safety and health system.

Article 4 (Promulgation and Implementation)

This Policy shall be implemented upon approval by the Board of Executive Directors, and the same shall apply to any amendments hereto.