

## **Nan Shan Life Insurance Co., Ltd.**

### **Occupational Safety and Health Management Guidelines**

- Article 1.** To fulfill the goal of sustainable operations, Nan Shan Life Insurance Co., Ltd. (hereinafter referred to as “the Company”) prioritizes the prevention of occupational hazards and the protection of employee safety and health.
- The Company is committed to “creating a safe and healthy workplace, preventing work-related injuries and health impacts, and achieving zero occupational accidents and incidents” as its highest objective. These Guidelines are therefore established as the Occupational Safety and Health Management Guidelines (hereinafter referred to as “the Guidelines”).
- Article 2.** The Guidelines apply to all personnel of the Company and its subsidiaries, including in-house employees, sales personnel, dispatched staff, and on-site contractors stationed at the Company.
- Article 3.** The Company formulates relevant plans and procedures with reference to ISO 45001, international standards and norms, and applicable occupational safety and health regulations.
- All personnel of the Company have the right and obligation to engage in occupational safety and health efforts. Responsibility for implementation lies with managerial officers at all levels, while the planning and management responsibilities rest with designated occupational safety and health management units and personnel. Together, they jointly promote and implement safety and health initiatives.
- Article 4.** In accordance with legal requirements, the Company has established an Occupational Safety and Health Committee, which operates under the supervision of the President and includes labor representatives. Other committee members include senior executives, dedicated occupational safety and health personnel, medical staff, and others.
- All committee members collaborate to propose and coordinate occupational safety and health measures, supervise the implementation of these Guidelines, and actively encourage participation by all Company personnel in related safety and health initiatives.
- Article 5.** Aligned with the principles of sustainability, the Company enforces a risk control mechanism, which includes the following procedures for identification, assessment, action, tracking, and continuous improvement:
- (1). Identification: Define material issues based on domestic and international

occupational safety and health standards, regulations, and indicators, as well as the Company's business operations and job characteristics.

- (2). Assessment: The occupational safety and health management unit shall periodically assess the degree of risk exposure in the workplace.
- (3). Action: Based on the priority level of identified risks, formulate action plans, set quantitative targets, and implement mitigation measures. Issues with higher risk levels are prioritized for enhanced actions and improvements.
- (4). Tracking and Continuous Improvement: Monitor the implementation and performance of action plans and improvement measures to ensure their effectiveness in driving continuous improvement.

**Article 6.** The occupational safety and health management unit shall review the provisions of these Guidelines annually to ensure compliance with applicable laws and regulations.

**Article 7.** These Guidelines shall be reviewed by the Occupational Safety and Health Committee and implemented upon approval by the President. The same procedure shall apply to any subsequent amendments.