

Shin Kong Financial Holdings

Occupational Health and Safety Policy

Approved by the Board of Directors on 2022.05.20

Amendment effected on 2023.05.23

Shin Kong Financial Holdings (hereinafter referred to as the Company) adheres to the four business concepts of "innovation, service, integrity, and giving back to society", and continuously provide services that keep up with the trends to promote the sustainable development of the Company. While improving business performances, the Company is also committed to ensuring workplace safety, promoting the physical and mental health of employees, and providing a healthy and safe working environment for all employees, suppliers, contractors, customers and other stakeholders. In order to achieve the goal of zero occupational disasters and zero accidents, the Company will continue to improve Occupational Health and Safety management, and promise to follow the following guidelines:

- I. Follow and regularly review domestic and foreign occupational health and safety regulations and standards to ensure the promotional effectiveness.
- II. Regularly consult with workers' representatives on occupational health and safety issues to jointly create a safe and healthy working environment.
- III. Implement risk identification and management, setting up action plans and priorities accordingly in order to improve occupational health and safety management performance on an ongoing basis
- IV. Draw up quantitative-based target and regularly examine the achievement of the target in order to mitigate occupational accidents.
- V. Communicate unsafe behavior and health risks with employees and related workers to eradicate risks in the workplace.
- VI. Implement occupational health and safety education, training and publicity to enhance the employees' attention and awareness of occupational health



and safety.

VII. Occupational health and safety management entities quarterly reports the implementation of OHS resolution to the board of Directors, and the performance of OHS management was overseen by the board of Directors.