

OBI Pharma, Inc.

Employee Safety, Workplace Protection Measures, and Implementation Status

OBI Pharma adheres to the philosophy of “working safely, healthily, and happily,” placing high importance on employees’ personal safety and occupational health. The Company continuously promotes occupational safety and health (OSH) management systems to build a safe and friendly working environment. Through training and health promotion programs, OBI aims to mitigate potential occupational hazards and ensure that all employees work in a safe and healthy environment.

1. Management Policies and Objectives

Following the principles of “prevention first and continuous improvement,” and in compliance with the Occupational Safety and Health Act and relevant regulations, the Company has established multiple OSH policies and management plans, including:

- *Occupational Safety and Health Work Rules*
- *Prevention Plan for Unlawful Infringement During the Execution of Duties*
- *Ergonomic Hazard Prevention Program*
- *Abnormal Workload–Induced Illness Prevention Program*
- *Maternal Health Protection Program*

These plans aim to identify and assess potential occupational hazards, implement preventive measures, strengthen employees’ self-protection awareness, and ensure the safety and health of the workplace environment. The Company is committed to ongoing improvement of OSH management to reduce occupational injuries and health risks.

2. Occupational Safety and Health Organization and Responsibilities

OBI provides subsidies for OSH management personnel license renewal and encourages employees to obtain professional safety certifications to strengthen internal safety management capacity.

3. Employee Health Care and Promotion Measures

In accordance with the *Regulations of Labor Health Protection*, the Company engages an external nurse to oversee employee health management and workplace medical care, and arranges on-site physicians to provide regular consultations.

- The Company conducts annual health examinations for all employees; 128 employees participated in 2024.
- Employees with abnormal examination results are listed for follow-up and health education. The external nurse provides regular tracking and individualized health guidance.
- In 2024, two on-site health consultation sessions were held, with a total of 10 participants. Each session averaged 15 minutes, with a 100% satisfaction rate.
- A total of 24 health seminars and education sessions were conducted in 2024 to enhance employee health awareness and self-management.
- To safeguard female employees' health, occupational risk assessments and physician consultations are conducted under the *Maternal Health Protection Program*. Job adjustments or medical referrals are provided when necessary.

4. Workplace Safety and Protective Measures

To prevent ergonomic hazards and enhance workplace comfort, the Company has implemented various improvement measures, including:

- Installation of height-adjustable ergonomic desks to reduce health risks from prolonged sitting.
- Establishment of “massage stations,” staffed by professional therapists to help relieve stress and fatigue.
- Regular inspection of fire safety equipment and building safety in accordance with OSH Work Rules, enhancing disaster prevention and emergency response capabilities.
- Implementation of *Unlawful Infringement and Sexual Harassment Prevention* training; 128 employees attended the course in 2024, with a satisfaction rate of 71%, helping

employees understand workplace bullying and sexual harassment prevention and response.

5. Laboratory Safety Management

Given the presence of laboratory research facilities, OBI has established the *Laboratory Management Regulations* to ensure the safety of laboratory personnel, including the following measures:

1. Lab coats and safety goggles are required; slippers and sandals are prohibited.
2. Laboratory supplies and solvents must be properly stored, work surfaces kept clean, and emergency exit routes regularly inspected.
3. Equipment cleaning and safety inspections are conducted regularly, with major cleanups performed every six months.
4. Water, electricity, and instruments must be turned off before leaving the laboratory.
5. Eating and drinking are strictly prohibited in laboratory areas; violators must correct behavior within a specified period.

Additionally, the Company provides safety training from the first day of employment to strengthen employees' emergency response capabilities and reinforce a strong safety culture.

6. OSH Performance and Results

- Since its establishment, the Company has maintained **zero occupational accidents, zero occupational diseases, and zero fatalities**.
- OBI conducts regular reviews of OSH plans and continuously updates procedures and training content.
- Annual hazard identification and risk assessments are conducted to ensure that risks remain within acceptable levels.

Summary

OBI Pharma remains committed to the goal of “zero accidents and zero injuries.” Through comprehensive safety and health systems, professional health care services, and continuous employee training, the Company is dedicated to creating a safe, healthy, and friendly work environment. These efforts demonstrate OBI’s strong commitment to workplace safety and sustainable corporate development.