

# **OBI Pharma Inc.**

## **Employee Safety and Workplace Protection Measures and Implementation Status**

OBI upholds the philosophy of “Safe, Healthy, and Happy Work,” prioritizing employee safety and workplace health. The company continuously promotes occupational safety and health management systems to create a secure and friendly work environment. Through training and health promotion activities, it aims to reduce potential occupational hazards and ensure all employees work in a safe and healthy environment.

### **1. Management Policy and Objectives**

Following the principle of “Prevention First, Continuous Improvement,” the company has established multiple safety and health systems and management measures in compliance with the Occupational Safety and Health Act, including:

- Safety and Health Work Guidelines
- Prevention Plan for Unlawful Acts During Duty
- Human Factors Hazard Prevention Plan
- Abnormal Workload-Induced Illness Prevention Plan
- Maternal Health Protection Plan

These plans aim to identify and assess potential occupational hazards, implement preventive measures, strengthen employees’ self-protection awareness, and ensure workplace safety and health. The company is committed to continuously improving safety and health management to reduce occupational injuries and health risks.

### **2. Occupational Safety and Health Organization and Responsibilities**

The Administration Department oversees occupational safety and health management and has established a Safety and Health Management Committee, which meets quarterly to review, supervise, and implement related matters. The committee consists of six members, including four labor representatives (67%). An Emergency Response Team is also in place to handle incidents, with two employees certified as emergency responders.

The company provides subsidies for occupational safety manager license renewal, encouraging employees to acquire professional safety knowledge and strengthen internal safety management capabilities.

### **3. Employee Health Care and Promotion Measures**

In accordance with the **Labor Health Protection Rules**, the company employs a full-time nurse for health management and workplace medical care and arranges regular on-site physician consultations.

- Annual health checkups are provided; in 2023, 123 employees participated, with total expenses of NT\$519,800.
- Employees with abnormal results receive follow-up and health education, with the nurse providing regular tracking and individual guidance.
- Two on-site health consultation sessions were held in 2023, serving 10 participants (15 minutes each), with 100% satisfaction.
- 24 health seminars and education sessions were conducted to strengthen employees' health awareness.
- Under the Maternal Health Protection Plan, job risk assessments and physician consultations are provided for female employees, with job adjustments or medical referrals as needed.

### **4. Workplace Safety and Protective Measures**

To prevent ergonomic hazards and improve comfort, the company has implemented:

- Adjustable ergonomic desks to reduce health risks from prolonged sitting.
- A "Massage Station" with professional staff to relieve stress and fatigue.
- Fire safety equipment inspections and building safety checks per the Safety and Health Work Guidelines, enhancing disaster prevention and emergency response.
- A "Prevention of Unlawful Acts and Sexual Harassment" seminar attended by 134 employees in 2023, with a satisfaction rate of 71%, helping employees understand prevention and response strategies for workplace bullying and harassment.

### **5. Laboratory Safety Management**

Given the presence of research laboratories, the company has established Laboratory Management Regulations, which include:

1. Mandatory lab coats and goggles; slippers or sandals are prohibited.
2. Strict requirements for returning lab supplies and solvents, maintaining clean workstations, and regularly checking escape routes.
3. Scheduled equipment cleaning and safety inspections, with major cleanups every six months.

4. Ensuring water, electricity, and equipment are turned off before leaving the lab.
5. Prohibition of eating or drinking in lab areas, with corrective action required for violations.

Safety training is provided from the first day of employment to enhance emergency response capabilities and strengthen the safety culture.

## **6. Occupational Safety Performance and Results**

- Since its establishment, the company has maintained zero workplace accidents, zero occupational injuries, and zero fatalities.
- Regular reviews of safety and health plans are conducted, with ongoing updates to procedures and training content.
- Annual hazard identification and risk assessments ensure risks remain within acceptable limits.

## **7. ISO 45001 / TOSHMS Certification Status**

As of the reporting year, the company has not adopted ISO 45001 or TOSHMS occupational safety and health management systems. However, it has established comprehensive internal management systems in accordance with the Occupational Safety and Health Act, implementing practices aligned with international standards. The company will evaluate the feasibility of certification based on its scale and operations to further enhance safety management capabilities.

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## **Summary**

OBI remains committed to the goal of “Zero Accidents, Zero Injuries” by implementing comprehensive safety and health systems, professional health care services, and continuous employee training. The company strives to create a safe, healthy, and friendly work environment, safeguarding employees’ physical and mental well-being and demonstrating its strong commitment to workplace safety and sustainable operations.