

# **Statement on Occupational Safety and Health of MegaFinancial Holding Co., Ltd. and Subsidiaries**

Approved by the Board of Directors on May 20, 2025

Mega Financial Holding Co., Ltd. and its subsidiaries (hereinafter referred to as the Group) are committed to establishing a safe and healthy workplace environment, promoting a friendly workplace, actively preventing accidents, and enhancing occupational safety awareness. The Group is committed to promoting the following matters, which apply to employees involved in the overall operation of the Group as well as all workers whose work/workplace is managed by the organization:

- I. Create a safe and healthy workplace.
- II. Strive to prevent the occurrence of occupational accidents and occupational diseases, and reduce occupational safety and health risks.
- III. Adhere to and follow international and domestic occupational safety and health standards and regulations, management systems, and collective agreements.
- IV. Set qualitative and quantitative targets for continuous improvement of occupational safety and health performance, develop action plans for occupational safety and health priorities, and regularly track implementation results.
- V. Continue to reinforce occupational safety and health-related education and training.
- VI. Ensure consultation with and participation by all permanent employees and temporary employees.
- VII. Actively care for and promote the physical and mental health of employees.

