



WT MICROELECTRONICS

Occupational Safety and Health Policy

Effective December 2024; last updated March 2025



This Occupational Safety and Health Policy applies to all subsidiaries, workplaces, employees, contractors, and stakeholders of WT MICROELECTRONICS Group.

Mission Statement

WT Group, with the core concept of "Protect Employees and Prevent Hazards." To effectively control hazards arising from operational activities, we strive to build and enhance a culture of safety, implement self-management, and minimize occupational safety and health impacts.

We are dedicated to creating a healthy and safe working environment in collaboration with all employees, suppliers, and contractors, fostering a friendly workplace and sustainable operations.

Our Commitments and Implementation Approach

- Adhere to occupational safety and health regulations and relevant international standards, and regularly review their suitability.
- Identify potential occupational hazards and risks, prioritize preventive management, eliminate hazards, and regularly analyze occupational safety and health risks in the work environment while establishing comprehensive protective measures in the workplace.
- Strengthen awareness among all personnel and invite employees or representatives to participate in consultation and communication. Ensure safety and health personnel, fire safety managers, and first aid staff receive regular training as required by law.
- Provide safe and healthy working conditions, promote physical and mental health, prevent occupational injuries, and ensure employee well-being.
- Conduct regular audits through the management system and perform inspections and reporting via external agencies. Continuously improve occupational safety and health performance.
- Determine priority focus areas and action plans, set measurable objectives, and regularly track indicators to continually enhance the suitability and effectiveness of the occupational safety and health system.



Signed

Am Cheng

Chairman of the Board
WT Microelectronics Co., Ltd