



Phison's Occupational Safety and Health Policy

2026. January.19 revised

Responsible unit: Department of ESH

The Company complies with the regulations of domestic and foreign occupational safety and health, commit to providing employees with a safe and healthy work environment,keep employees safety, systematic management of possible hazards in operations,shape a culture of safety,and ensure the implementation of the safety and health management plan. This policy is announced after it has been signed by the Chairman and General Manager.

Management Approach

1. Fostering a friendly workplace, with safety as our foundation.

The Company is committed to appropriate job placement, the protection of maternal workers, and the establishment of a safe and healthy working environment. By preventing accidents and occupational diseases, and safeguarding the safety as well as the physical and mental health of all personnel including employees, contractors, customers, and business partners the Company strives to achieve its occupational safety and health objectives.

2. Comply with laws and fulfill safety commitments.

Comply with occupational safety and health regulations and related requirements, and fulfill corporate social responsibility.

3. Implement risk management and reduce potential hazards.

Conduct hazard identification and risk assessment, identify priorities, and develop action plans to reduce occupational safety and health risks.

4. Improve safety and health performance and create a safe workplace.

Build and validate an occupational safety and health management system to drive continuous improvement in safety and health performance.

5. Train, consult, communicate and encourage full participation.

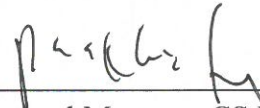
Continuously conduct occupational safety and health training and awareness programs, promote worker participation and consultation, and deepen overall awareness of occupational safety and health.

6. Promote zero disaster and sustainable management.

Organize safety and health activities and establish transparent communication channels with stakeholders.



Chairman, Wee Kuan Gan



General Manager, CSMA