

Safe and healthy working environment and education regularly

The Company aims to provide a safe, healthy, and comfortable work environment, conducts health and safety management, and enables employees to develop correct concepts to maintain a healthy mind and body. With accident prevention as the core concept, we adopt appropriate management tools, well-developed technologies, and provide relevant resources to compile the occupational safety and health issues at our plants and put forth effective countermeasures to continuously improve our occupational safety culture, strengthen the protection management for operators, and invest resources to strengthen occupational accident prevention thereby creating a zero-accident work environment.

1. In 2021, the disabling injury frequency rate was 0.31, which was better than 0.39 in 2019, and we also beat our target of 0.35. There were 48 cases of occupational accidents involving 48 people (accounting for 0.376% of the total number of employees at the end of 2021), and we are still aiming to achieve our goal of zero occupational accidents. The Company has thoroughly reviewed and improved countermeasures, implemented automatic inspection of all work-related items as required, and adopted a mechanism for inspection by managers at all levels, safety interlock components, and a protective cover inspection mechanism while launching a policy for managers to pay attention to employees' physical and psychological status to ensure their safety at work.
2. We have an annual audit plan in place, and the top-level manager of the Sustainable Development Department serves as the general convener. The Sustainable Development Department reports on the improvements suggestions in the audit reports and improvements made at the CEO meeting for the reference of the head of each plant and follows up till the case is closed.
3. Labor work environment monitoring: To protect workers from harmful substances in the workplace and to provide workers with a healthy and comfortable work environment, the Taiwan Office of the Company conducts work environment monitoring twice a year to understand workers' exposure step by step.
4. Occupational safety audit: The Company's Sustainable Development Department performs audits of our existing sites in Taiwan, Mainland China, other parts of Asia, the Americas, and Europe by video conference twice a year.
5. Education and training on occupational safety by the Company's Taipei Office over the past two years

Year	2021	2020
Number of persons	249	26
Man-hours	747	78

6. The Company's plants (BizConn International Corp., BizLink (Kunshan) Co., Ltd., OptiWorks (Kunshan) Co., Ltd., BizLink Technology (Xiamen) Ltd., BizLink Electronics (Xiamen) Co., Ltd., and Xiang Yao Electronics (Shenzhen) Co., Ltd.) have obtained ISO 45001 certification.