

3.1.1.3 Occupational Safety Risk Assessment

CUB regularly assesses occupational safety and health hazard factors and risks to plan for preventive measures and emergency response plans. It manages risks related to occupational safety and health to protect employees' physical and mental health and prevent occupational hazards, thereby creating a safe work environment. CUB is classified as a low-risk workplace and continuously provides employees with ample occupational health and safety training to raise their awareness of workplace safety. We evaluate our employees physical and mental well-being each year and host health lectures and stress-relieving activities to maintain their overall well-being.

Emergency Response Plan

The emergency response plan outlines comprehensive incident reporting procedures for various disaster scenarios. CUB conducts annual on-site disaster drills based on the emergency response plan, which include fire, typhoon, robbery, and explosion drills. These drills aim to improve employees' readiness to handle potential accidents or emergencies and reduce disaster-related losses.

Accident Investigation Mechanism

CUB demonstrates concern for its employees through its occupational safety unit, providing necessary assistance. In the event of an occupational accident, the occupational safety supervisor collects the medical requirements of injured employees, informs relevant departments, and offers support. In cases of significant occupational accidents, the law mandates reporting to the labor inspection authority within 8 hours for investigation. If an employee undergoes surgery or suffers permanent disability due to such an accident, medical professionals will evaluate their ability to resume their original duties, with nurses providing ongoing support until a smooth return to work is possible. Even for minor incidents, CUB adheres to internal protocols for thorough investigation, documentation, statistical analysis, and quarterly reporting to the Occupational Safety & Health Committee.

Last year, 70% of work-related injuries were caused by traffic accidents while commuting, mainly motorcycle accidents. To improve this situation, we are promoting the "Motorcycle Self-Maintenance Inspection Reward Project" to encourage colleagues who ride motorcycles to regularly maintain their motorcycles to keep them in optimal operating condition, prevent disasters due to poor motorcycle condition, and raise awareness of driving safety. In 2024, 821 people participated in the Motorcycle Self-

Maintenance Inspection Reward Project, which combined raffles with environmental sustainability by subsidizing electric motorcycle purchases with NT\$50,000 and a NT\$1,000 EasyCard.

The absence of any employee fatalities due to occupational accidents in the past three years reflects the successful implementation of occupational health and safety policies at CUB. For detailed occupational accident statistics, please refer to Appendix [Table 6.1-11](#).

Investigation Procedure for Occupational Safety and Health Incidents

