

Walsin Lihwa Corporation Contractor Guidelines

1. Purpose

To prevent environmental and occupational safety and health hazards, and to ensure the safety and health of contractors' personnel and our company's employees, as well as the safety of facilities, these contractor guidelines are established.

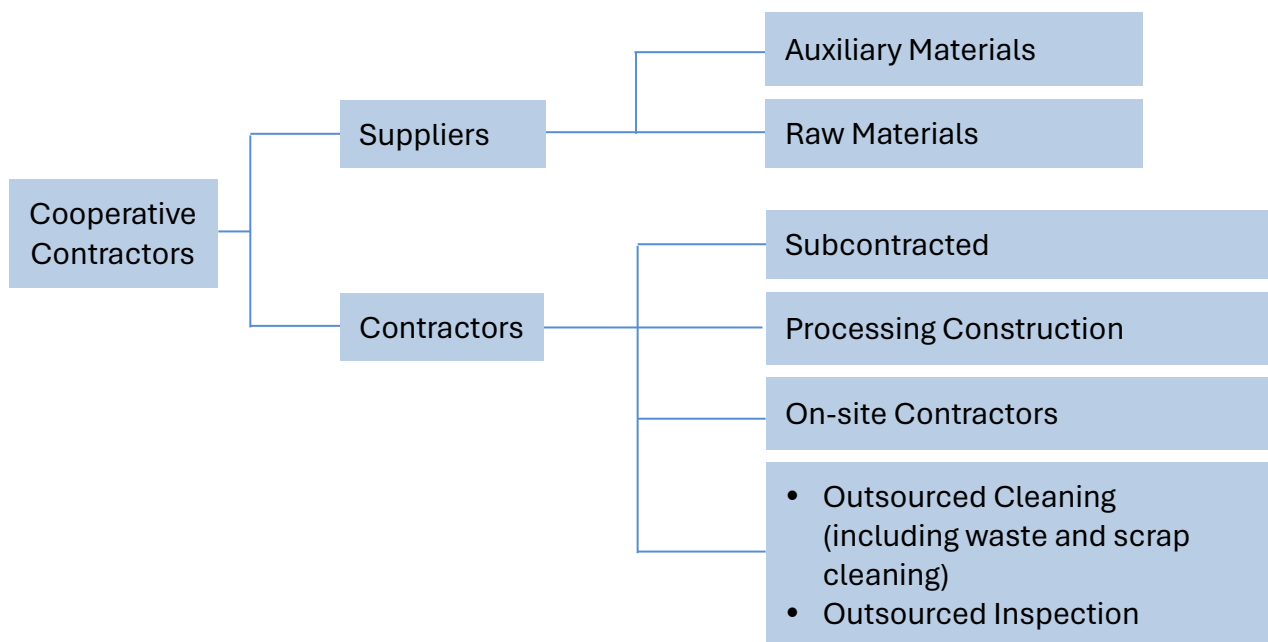
2. Scope of Application

2.1 Applicable Regulations: Contractors and subcontractors of our company must comply with the contract provisions, as well as the company's and relevant environmental and occupational safety and health regulations

2.2 Applicable Objects: :

- 2.2.1 In addition to the following contractors, equipment suppliers or agents who need to perform installation, adjustment, maintenance, repair, piping, electrical work, and training due to equipment sales, as well as material suppliers who need to enter the factory for testing or transportation.
- 2.2.2 Suppliers and non-engineering contractors (including raw material suppliers, transporters, labor services, etc.).

3. Definitions



4. Occupational Safety and Health Management (hereinafter referred to as OSH) Personnel Setup

- 4.1 According to Article 23 of the Taiwan Occupational Safety Law, the contractor shall appoint qualified occupational safety and health managers or on-site persons in charge to implement occupational safety and health management according to the scale and nature of its business. In accordance with Article 32 of the same law, the contractor shall provide its employees with the necessary occupational safety and health education and training to perform work and prevent disasters; the same applies to subcontractors.
- 4.2 When contractors undertake projects, they shall submit copies of the qualification

documents of OSH managers or OSH personnel to the company's project contracting department for record-keeping. This also applies to subcontractors.

- 4.3 Non-engineering suppliers (such as equipment, raw materials, transportation, labor services, etc.) must independently establish dedicated OSH personnel as required by law. In the event of an accident, they must have the capability to report externally and act as the contact point for accident handling. If necessary, they should cooperate with our personnel in disaster investigation and handling.

5. Division of Responsibilities

- 5.1 Contractors shall take necessary preventive measures against various potential hazards or accidents. If insufficient measures result in losses, the contractor shall be responsible for compensation, and it has no relation to our company.
- 5.2 Contractors and subcontractors shall bear full civil and criminal responsibility for environmental and occupational hazards to their employees or accidents involving our company's employees, and it has no relation to our company.
- 5.3 If any personnel of contractors or subcontractors cause accidents, occupational hazards, or incidents at the work site due to reasons not attributable to our company, the contractors and subcontractors shall resolve all matters and bear all responsibilities. If this results in administrative penalties or civil liabilities for our company, the contractors and subcontractors shall bear full compensation responsibility without objection.
- 5.4 If operational negligence causes damage to our company's plant or other property, or results in harm to third parties, the contractors and subcontractors shall bear all responsibilities without objection.

6. Insurance Requirements

- 6.1 Contractors and subcontractors shall ensure that all personnel entering our company for work are legal workers and have been insured according to relevant regulations (including labor and health insurance, etc.). For foreign personnel, contractors and subcontractors guarantee that they have legally obtained "Foreign Worker Permits" and have been insured according to the law.
- 6.2 Contractors and subcontractors guarantee that before entering our company for work, they have insured relevant insurance (such as engineering insurance, employer liability insurance, etc.) to cover all operational risks, excluding third-party liability insurance, and are willing to provide relevant documentation at any time.
- 6.3 The applicable objects listed below must provide proof of personal accident insurance (general accidental death/disability) for the personnel (including temporary workers) before entering the factory, meeting the following coverage requirements:

Insurance Amount (NTD)	Work Classification
≥5,000,000	1. Contractors undertaking construction projects for our company (including substation maintenance) / equipment installation personnel 2. Outsourced contractors (required to operate our company's equipment (excluding programming) or perform maintenance) 3. Personnel required to conduct air sampling on high platforms 4. Raw material suppliers' transport vehicles (including forklifts used for transporting goods) 5. Contractors (related parties) using tank trucks to load/unload hazardous chemicals or waste liquids (including assistants)

≥3,000,000	<ol style="list-style-type: none"> 1. Elevator/air conditioning system/scrubber maintenance 2. Transporting large molds to the manufacturing site
Notes:	<ol style="list-style-type: none"> 1. For foreign employees who cannot be fully insured due to insurance restrictions, the employer must provide a declaration stating that hazard notification and education training have been completed, and guarantee that the company will take full responsibility for any accidents. 2. The insufficient portion of the accident insurance amount specified above cannot be guaranteed by the company through a declaration for employee liability compensation.

6.4 The plant area specified in 6.3 can adjust according to the local insurance company's compensation standards for similar incidents and operational risks. The insurance coverage stipulated in the contractor agreement signed with our company must comply with these requirements.

7. Contractor Commitment and Responsibilities

- 7.1 After placing an order, contractors must fully understand and agree to the relevant regulations in these "Contractor Guidelines" without objection, and sign the "Environmental Safety and Health Commitment" and the "Hazard Notification Form (or On-site Construction Safety Notification Form)." Once signed and stamped by the contractor, these documents are considered part of the contract, and both contractors and subcontractors must comply.
- 7.2 According to 7.1, if there are any changes to the relevant safety regulations in the future, our company will notify via email. Contractors and subcontractors understand that such updates, once emailed by our company, are considered notified and have the same effect as these "Contractor Guidelines."
- 7.3 If contractors or subcontractors undergo name changes, changes in responsible persons, transfers, or mergers, they must proactively inform our company's procurement and project responsible units. Contractors and subcontractors must also inform their successors that until a new commitment is signed, they must fully assume all rights and obligations of these guidelines without objection and obtain their agreement.

8. Environmental Safety and Health Management Regulations

- 8.1 Contractors and subcontractors commit to the following:
 - 8.1.1 Before starting work, they have fully understood and are willing to comply with the "Contractor Management Measures," "Hazardous Work Permit Operation Measures," evacuation and emergency response procedures, and other relevant environmental safety and health regulations of our company's plant (hereinafter referred to as relevant safety regulations) and have informed their personnel (including subcontractors).
 - 8.1.2 Comply with the Occupational Safety and Health Act and all relevant environmental protection regulations, implement various disaster prevention plans, execute OSH management, and provide all necessary safety protective equipment and training to their personnel to ensure operational safety.
 - 8.1.3 Prepare necessary documents according to our company and relevant regulations. Personnel can only enter the plant for work after completing the relevant matters for project contracting with the competent authority.

- 8.1.4 Sign our company's contractor commitment and agree to jointly comply with relevant environmental safety and health regulations. During operations, if any personnel of contractors or subcontractors violate any relevant safety regulations, our company's plant personnel may issue a "Violation of Environmental, Safety, and Health Regulations Disposition Form" according to the "Contractor Violation Penalty Comparison Table." If necessary, contractors may be prohibited from continuing operations until full improvement is achieved. If any losses occur as a result, contractors and subcontractors are willing to bear full compensation responsibility without objection.
- 8.2 Contractors and subcontractors guarantee the use of legally compliant liquid fuels. If the environmental protection authority finds that the fuel does not comply with regulations, contractors and subcontractors are willing to bear all related responsibilities and compensation.
- 8.3 Matters related to Articles 26 and 27 of Taiwan's Occupational Safety Law
- 8.4 The safety and health management personnel or on-site responsible persons reported by contractors or subcontractors must maintain contact with our company's supervisors and safety and health management personnel and are responsible for and execute safety and health management work at the work site according to construction industry inspection points and relevant OSH regulations.
- 8.5 The safety and health personnel or on-site responsible persons reported by contractors must supervise on-site and must not leave their posts without authorization.
- 8.6 The following personnel must not be employed for the following work:
 - 8.6.1 Child labor must not be employed for our company's projects.
 - 8.6.2 Female workers must not be employed for hazardous or harmful work, high-altitude, or heavy manual labor.
 - 8.6.3 Pregnant or postpartum (within one year) female workers must not be employed for hazardous or harmful work, high-altitude, or heavy manual labor.
 - 8.6.4 Workers under the age of eighteen must not be employed.
 - 8.6.5 Workers with alcoholism, drug addiction, or diseases unsuitable for hazardous or harmful work must not be employed for related operations.
- 8.7 Workers with insufficient skills and foreign workers not approved by the Ministry of Labor must not be employed.

9. Safety and Health Facilities

- 9.1 Machinery and equipment provided by contractors or subcontractors, if classified as hazardous machinery or equipment by law, must be inspected and approved by an inspection agency or a designated agency by the central competent authority before use.
- 9.2 General machinery, hazardous machinery and equipment, construction machinery, forklifts, and electrical equipment provided by contractors or subcontractors must have safety protective measures that comply with relevant laws and standards.
- 9.3 Contractors or subcontractors working within our company's jurisdiction must provide necessary protective equipment to prevent occupational accidents and protect workers' safety and health. Other necessary facilities to prevent chemical, physical, biological, ergonomic hazards, and protect workers must comply with the Occupational Safety and Health Facilities Regulations.

10. Handling of Accidents

- 10.1 If contractors or subcontractors cause any accidents (such as personnel injuries, fires, or financial losses to our company) while working within our company's scope, they must immediately report to our company's supervisors and OSH personnel.

- 10.2 In the event of an accident requiring emergency evacuation, they must follow the evacuation instructions of our company's personnel.

11. Penalty Notice:

Contractor violations will be issued a "Violation of Environmental, Safety, and Health Regulations Disposition Form" and the fines will be directly deducted from the contract amount by the accounting unit (or remitted to the contractor's designated account), and a receipt will be issued to the contractor.

Supplier & Transporter Management Regulations

1. Vehicle Management Regulations

1.1 Off-site Scheduling Regulations (Applicable to Yanshui and Taichung)

- 1.1.1 During peak hours of normal work shifts, vehicles must not queue at the factory gate to avoid affecting traffic safety.
- 1.1.2 Drivers of scheduled vehicles must not litter outside the factory.
- 1.1.3 Drivers must not leave their vehicles while queuing, causing subsequent vehicles to detour and affect traffic. Double parking is also prohibited.
- 1.1.4 Nighttime freight vehicles queuing at our company's gate must have warning lights at the rear.
- 1.1.5 Drunk drivers are not allowed to drive into the factory.

1.2 On-site Driving Regulations

- 1.2.1 Smoking is only allowed in designated areas (smoking areas), and urinating in public is prohibited.
- 1.2.2 Personnel entering the factory must wear closed-toe shoes. Slippers, sandals, etc., are not allowed. Contractors working in the factory area must also wear safety shoes.
- 1.2.3 全。 Vehicles driving within the factory must not exceed 20 km/h and must pay attention to the safety of personnel and vehicles in the factory.
- 1.2.4 Container/truck doors must be securely closed (or goods on trucks must be secured) while driving within the factory.
- 1.2.5 It is strictly forbidden to carry personnel in the rear of trucks while driving within the factory.
- 1.2.6 Under no circumstances should vehicles drive on the opposite lane to overtake.
- 1.2.7 Trucks entering the factory for weighing must comply with the weight limit requirements of each factory's weighbridge.
- 1.2.8 Freight vehicles are strictly prohibited from discharging water tank water in the car wash area without authorization (applicable to Yanshui Plant).
- 1.2.9 Container trucks must wash their vehicles in the car wash area before leaving via West Road (applicable to Yanshui Plant).
- 1.2.10 Raw material deliveries must pass through our fixed radiation detection equipment and must not detect radioactive contaminants (applicable to Yanshui and Taichung Plants).
- 1.2.11 Unauthorized use of our factory's hazardous machinery or equipment (including forklifts) is prohibited. When using, comply with operational regulations and possess valid and current licenses.

- 1.2.12 The age of truck drivers must not exceed the legal age limit set by the government. (If a high-age truck driver's license is obtained, each factory should assess risk control independently).
- 1.2.13 Vehicles entering the factory must keep their headlights on at all times.
- 1.2.14 Other matters stipulated by occupational safety and health laws.

1.3 Chemical Management Regulations:

- 1.3.1 Vehicles transporting hazardous materials must display or affix hazard signs and labels on the left, right, and rear sides. The labels must include:
 - The name of the hazardous material (primarily in Chinese, with English if necessary).
 - United Nations substance number (UN NO.) (if the hazardous material does not have a UN number, use the handling principle number instead).
 - Emergency contact phone number (including area code), marked in red characters on a white background in standard script. Hazard signs and labels must be made of reflective material and must not deform, wear, fade, or peel during transportation, ensuring clear identification.
- 1.3.2 Tank vehicles transporting hazardous materials must be inspected and approved according to the regulations of the competent authority and carry valid inspection certificates.
- 1.3.3 Drivers or escort personnel transporting hazardous materials must undergo professional training and carry valid training certificates.
- 1.3.4 Material handling personnel must wear appropriate personal protective equipment, such as safety helmets, acid and alkali-resistant gloves, and gas masks.
- 1.3.5 The latest version of the chemical SDS must be provided to our company for record-keeping after signing the contract, and revised SDS must be provided every three years.