

## Chroma ATE Inc. Occupational Health and Safety Policy

In order to fulfil Chroma ATE’s corporate social responsibilities and implement the concept of sustainable business, the board of directors has passed the “Sustainable Development Best Practice Principles” and in 2022 established the Chroma Foundation, ESG Office, and various ESG working groups. We are committed to implementing sustainable development practices with a focus on seven key aspects, comprising corporate governance, products and innovation, happy workplace, social participation, environmental sustainability, suppliers and partners, and climate change issues. Simultaneously, we align our sustainability strategy with the UN Sustainable Development Goals.

Chroma ATE operates in full compliance with the laws, rules and regulations of all countries in which it operates. The company respects and supports internationally recognized human rights conventions and relevant guidelines of the International Labor Organization (ILO). We consider it essential to prioritize occupational safety and health for all stakeholders (including but not limited to employees, shareholders, customers, suppliers, contractors, and business partners).

The company’s Health & Safety Center is the dedicated unit for occupational safety and health, aiming for “zero disasters” and “zero occupational diseases”. It convenes the Occupational Safety and Health Committee each quarter to collaboratively analyze and review various operations with labor representatives. Regular reporting of performance indicators, tracking mechanisms, and execution status to the CEO ensures effective communication of performance goals to all employees and their subsequent implementation.

### Sustainability Vision

We are dedicated to achieving zero fatalities and zero disabling injuries, continuously advancing towards the goal of zero accidents, and cultivating a workplace that is not only safe but also promotes well-being—positioning Chroma ATE as a benchmark company for employee safety and health.

### Sustainability Mission

We communicate and cooperate with stakeholders to collectively eliminate hazards, reduce workplace safety and health risks, and build an inherently safe, healthy, and friendly work environment.

## Implementation Guidelines

- Adhere to relevant occupational health and safety laws and standards in all local and international operating locations.
- Implement risk management, identify and assess environmental, safety, and health risks, levels, and opportunities in line with international ISO risk management standards.
- Continuously strengthen worker safety and health training, enhance awareness, responsibility, and response capabilities.
- Improve employee health care, implement safety and health goals, prevent occupational diseases, promote mental and physical well-being, and encourage work-life balance.

Date : 1, Nov, 2023

CEO : 