

Working Environment and Employee Safety Measures

As part of its social responsibility, the Company aims to provide employees with a safe, healthy, and comfortable work environment. The Company devotes itself to implementing labor safety and health policies and helping its employees maintain the right mindset and their physical and mental health. Some of the actions taken are as follows:

1. **Enhanced training on workplace safety and health to reduce dangers and hazards at work**
To create a safe and healthy work environment, CDF has set up a labor safety and health agency to conduct labor safety training sessions. CDF also conducts regular inspections of the lighting systems, CO2 levels, and the turbidity, pH, and E. coli of drinking water in the office. The Company also ensures regular cleaning of water tanks and AC cooling towers.
2. **Insurance, medical examinations and Employee Welfare Committee**
In addition to providing Labor Insurance, National Health Insurance and group insurance coverage, the Company also arranges regular medical examinations for employees. Major subsidiaries also hire or contract professional nurses and doctors to oversee programs that enhance employee health and the prevention of occupational hazards. To ensure that employee welfare is maintained, CDF set up an Employee Welfare Committee that is in charge of employee benefits, including allowances for weddings and funerals, scholarships for employees' children, relief for hospitalized employees, and emergency assistance.
3. **Conducting regular fire safety drills and training courses to strengthen disaster preparedness and response mechanisms**
The Company and subsidiaries have devised disaster response plans and engaged in fire safety equipment maintenance and reporting in accordance with the regulations. CDF and its subsidiaries implement regular fire safety drills, and organized employees into teams per various functions such as fire, security, communications, and rescue.
4. **Strict access control to ensure office security**
The Company and its subsidiaries have established strict access regulations to ensure that employees and other operations personnel are in compliance with access permissions across office locations. The headquarters shall have 24-hour security personnel that routinely engage in safety patrol to ensure the personal security of employees at each office location.
5. **In response to the government policy, the Company has set up breastfeeding rooms in main office buildings and obtained relevant certification.**