

**Instructions for filling in the Occupational Health
and Safety Performance Self-Assessment Scale in the corporate
sustainability report
(applicable to financial and insurance enterprises)**

Performance Indicators	Corresponding Guidelines	Assessment results	
		Implementation status	Bonus Items (Multi-select)
1. Systematic management			
1-1. Establish an occupational safety and health management system.	403-1 403-8	<input type="checkbox"/> Not established (0%) <input type="checkbox"/> Established (50%)	<input type="checkbox"/> The number or ratio of occupational safety and health supervisors and management personnel (occupational safety/health technicians, Class A managers, and Class B administrators) is better than the regulatory requirements (20%) <input type="checkbox"/> ISO 45001, CNS 45001 or TOSHMS system certification has been obtained (10%) and update regularly (10%) <input type="checkbox"/> The scope and number of employees covered by the management system are publicly disclosed, and the reasons for not covering all employees are stated (10%) <input type="checkbox"/> There is a public disclosure of the number of non-employees (such as contractors, volunteers, individuals or self-employed workers, temporary workers) covered by the management system, and the reasons for not covering all non-employees (10%)

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2. Risk assessment and management			
2-1. Complete the identification, evaluation, and control of occupational safety hazards (such as contact with hazardous substances, traffic incidents, etc.).	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Systematic approach has been established (10%) <input type="checkbox"/> Control improvement and tracking have been carried out for high-risk targets (20%) <input type="checkbox"/> Quantitative data has been publicly disclosed (10%)
2-2. Implemented hazard assessment and control, physician consultations, risk-level management, work fitness arrangements, and other related measures for female workers engaged in work with potential	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Establish a friendly working environment for maternal protection recipients (e.g., set up dedicated breastfeeding rooms, childcare measures and breastfeeding hours, provide assistance measures for employees to return to work, etc.) (10%) <input type="checkbox"/> Measures such as maternity check-up leave, maternity leave, maternity subsidies, or flexible work models that are better than regulations are provided (10%) <input type="checkbox"/> The number of female workers who are subject to maternal health protection assessment (including those of childbearing age, pregnancy, or less than 1 year after childbirth) have been

maternal health hazards.			publicly disclosed. (10%) <input type="checkbox"/> Practical management measures to improve the satisfaction of maternal protection cases have been publicly disclosed. (10%)
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2-3. Conduct risk assessment and management for the prevention of musculoskeletal-related injuries and diseases in workers	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Organize musculoskeletal hazard prevention education and training, muscle strengthening courses, and fitness club activities (10%) <input type="checkbox"/> Provide consulting services for occupational therapists (10%) <input type="checkbox"/> There is a public disclosure of risk classification (e.g., degree or proportion) (10%) <input type="checkbox"/> Publicly disclosed practical management measures for mitigation or prevention (10%)
2-4. Perform the assessment and investigation procedures for abnormal workloads, and complete workplace hazard investigation reports and corrective	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Provide measures such as working from home or flexible working models to improve employee life-work balance (10%) <input type="checkbox"/> Provide psychological counselor outpatient services (10%) <input type="checkbox"/> There is a public disclosure of risk classification (e.g., degree or proportion) (10%) <input type="checkbox"/> Publicly disclosed practical management measures for mitigation or prevention (10%)

ratios			
Performance Indicators	Corresponding Guidelines	Assessment results	
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2-5. Executing assessment and investigation procedures for workplace unlawful infringement, and completing workplace hazard investigation reports and corrective action rates.	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Provide education and training on unlawful infringement (the content should at least include: psychological violence, verbal violence, physical violence, sexual harassment, stalking harassment, etc.), and the training coverage rate of second-level supervisors and above reaches more than 95% per year (10%) <input type="checkbox"/> For places with high risk of illegal infringement, video recorders, warning/publicity slogans, manually triggered alarms, etc., hardware devices that can operate normally (10%) <input type="checkbox"/> There is a public disclosure of risk classification(e.g., degree or proportion) (10%) <input type="checkbox"/> Publicly disclosed practical management measures for mitigation or prevention (10%)
2-6. Improve the productivity and work fitness of middle-aged and elderly workers through hazard identification,	403-2	<input type="checkbox"/> Not done (0%) <input type="checkbox"/> Partially completed (40%) <input type="checkbox"/> All done (60%)	<input type="checkbox"/> Providing individual health risk assessments (including physical examinations, musculoskeletal, and cardiovascular disease evaluations) for employees aged 45 and above. (10%) <input type="checkbox"/> Providing work fitness assessments for employees aged 45 and above. (10%) <input type="checkbox"/> To address emergency response needs, we have installed flashing warning lights, ensured unobstructed evacuation paths, provided emergency

risk assessment, and control measures.			lighting and clear evacuation routes, assigned personnel for guided evacuation, and implemented practical drill plans. (10%) <input type="checkbox"/> Publicly disclosed implementation of mitigation or prevention management measures (10%)
Performance Indicators	Corresponding Guidelines	Implementation status	Assessment results Bonus Items (Multi-select)
2-7. Implement monitoring of the operating environment.	403-2	<input type="checkbox"/> Not in progress (0%) <input type="checkbox"/> Conducted in accordance with regulations. (60%)	<input type="checkbox"/> For high-risk operating environments, the exposure assessment project plan is implemented. (10%) <input type="checkbox"/> The 95th percentile of CO ₂ concentration in indoor office environments is below 1,000 ppm. (10%) <input type="checkbox"/> Quantitative data on implementation frequency and results have been publicly disclosed (10%) <input type="checkbox"/> Publicly disclosed practical management measures for mitigation or prevention (10%)
2-8. Establish procedures for investigating occupational accidents	403-2	<input type="checkbox"/> Not established (0%) <input type="checkbox"/> established (60%)	<input type="checkbox"/> In accordance with the requirements of the "Occupational Safety and Health Management Plan", publicly disclose the results of occupational accident investigation and statistical analysis (10%) <input type="checkbox"/> In accordance with the requirements of the "Occupational Safety and Health

			<p>Management Plan", publicly disclose the results of investigation, handling, and statistical analysis of false alarm incidents (10%)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Quantitative data on the correction ratio has been publicly disclosed (10%) <input type="checkbox"/> Publicly disclosed implementation of mitigation or prevention management measures (10%)
Performance Indicators	Corresponding Guidelines	Assessment results	
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2-9. Formulate emergency prevention, preparedness, and response plans, and conduct regular drills	403-2	<ul style="list-style-type: none"> <input type="checkbox"/> Not established (0%) <input type="checkbox"/> Conducted in accordance with regulations. (60%) 	<ul style="list-style-type: none"> <input type="checkbox"/> Quantitative data such as the number of drills conducted and the number of participants have been publicly disclosed (10%) <input type="checkbox"/> For employees over 45 years old, design, plan, and drill emergency response plans (10%) <input type="checkbox"/> The satisfaction rate of personnel participating in emergency response drills reaches more than 80% (10%) <input type="checkbox"/> Publicly disclosed practical management measures to improve and improve (10%)
2-10. Strategies and measures to establish and strengthen the health and safety risk culture of the	403-2	<ul style="list-style-type: none"> <input type="checkbox"/> Not established (0%) <input type="checkbox"/> Established (60%) 	<ul style="list-style-type: none"> <input type="checkbox"/> Executives clearly commit to quantitative goals for workplace health and safety culture (10%) <input type="checkbox"/> Set up incentives to encourage employees to take the initiative to express occupational safety and health management suggestions (10%) <input type="checkbox"/> Organize education and training to

enterprise			<p>improve workplace health and safety culture (10%)</p> <p><input type="checkbox"/> Conducting education and training to enhance workplace health and safety culture. (10%)</p> <p><input type="checkbox"/> Slightly and specific results (10%)</p>
Performance Indicators	Corresponding Guidelines	Assessment results	
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3. Worker participation			
3-1. Establish an occupational safety and health committee	403-4	<p><input type="checkbox"/> Not set (0%)</p> <p><input type="checkbox"/> Installed in accordance with regulations (40%)</p> <p><input type="checkbox"/> Exceeding regulatory requirements (60%)</p>	<p><input type="checkbox"/> The composition and operating mechanism of the committee have been publicly disclosed (20%)</p> <p><input type="checkbox"/> Quantitative data on meeting frequency has been publicly disclosed (20%)</p>
3-2. Worker ginseng and the formulation and revision of occupational safety and health policies, discussion and consultation of related proposals	403-4	<p><input type="checkbox"/> Not participating (0%)</p> <p><input type="checkbox"/> Participated (60%)</p>	<p><input type="checkbox"/> The participation rate of non-management workers has been publicly disclosed (20%)</p> <p><input type="checkbox"/> Quantitative data such as the completion rate of relevant proposals has been publicly disclosed (20%)</p>

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4. Education and training			
4-1. Provide jobs related occupational health and safety education and training	403-5	<input type="checkbox"/> Not provided (0%) <input type="checkbox"/> Installed in accordance with regulations (40%) <input type="checkbox"/> Exceeding regulatory requirements (60%)	<input type="checkbox"/> There is a mechanism to identify training needs and content, such as through questionnaires, worker communication, etc. (20%) <input type="checkbox"/> Quantitative data such as the number and frequency of education and training, the number of workers participating and the number of hours have been publicly disclosed (20%)
4-2. Evaluate education The effectiveness and satisfaction of the training	403-5	<input type="checkbox"/> Not assessed (0%) <input type="checkbox"/> Assessed (60%)	<input type="checkbox"/> Evaluate the effective methods, results, or percentage of cognitive improvement in training (20%) <input type="checkbox"/> Quantitative data on the satisfaction of participating workers has been publicly disclosed(20%)
Performance Indicators	Corresponding Guidelines	Assessment results	
		Implementation status	Bonus Items (Multi-select)
5. Health services and promotion			
5-1. Provide labor Health check-up or special health check-	403-3	<input type="checkbox"/> Not established (0%) <input type="checkbox"/> Installed in accordance	<input type="checkbox"/> The frequency or scope of pre-employment, periodic, job-change, and special health examinations for hazardous operations exceeds regulatory requirements. (10%)

up		<p>with regulations (40%)</p> <p><input type="checkbox"/> Exceeding regulatory requirements (60%)</p>	<p><input type="checkbox"/> Implemented systematic management of health examination data to track and analyze multi-year trends. (10%)</p> <p><input type="checkbox"/> A high-risk watch list has been established and controls have been improved (10%)</p> <p><input type="checkbox"/> Publicly disclosed any of the above-mentioned quantitative data or information (10%)</p>
Performance Indicators	Corresponding Guidelines	Assessment results	
		Implementation status	Bonus Items (Multi-select)
5-2. Plan health service strategies and allocate appropriate medical staff	403-3	<p><input type="checkbox"/> Not planned (0%)</p> <p><input type="checkbox"/> Planned (60%)</p>	<p><input type="checkbox"/> The number or proportion of labor health service personnel shall be better than required by law (10%)</p> <p><input type="checkbox"/> The budget target and implementation ratio of providing physical and mental health services for workers have been counted (10%)</p> <p><input type="checkbox"/> Quantitative data such as budget targets and implementation ratios for labor physical and mental health services have been disclosed (20%)</p>
5-3. Organize health service activities such as labor health education, health guidance, and	403-6	<p><input type="checkbox"/> Not processed (0%)</p> <p><input type="checkbox"/> Processed (60%)</p>	<p><input type="checkbox"/> Designing diverse health promotion activities tailored to the physiological characteristics of various employee groups (including age, gender, maternal protection targets, and employees aged 45 and above). (10%)</p> <p><input type="checkbox"/> Establishing employee care programs</p>

workplace health promotion activities			<p>(covering mental health, chronic diseases, musculoskeletal disorders, rare diseases, and cancer treatment) to assist individual employees with medical referral services and ensure continuous follow-up management. (20%)</p> <p><input type="checkbox"/> Publicly disclosed quantitative data such as the number of events held, the frequency of health services provided, and satisfaction levels. (10%)</p>
Performance Indicators	Corresponding Guidelines	Assessment results	
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5-4. Establish work physical and mental health consultation and assistance program.	403-6	<p><input type="checkbox"/> Not established (0%)</p> <p><input type="checkbox"/> Established (60%)</p>	<p><input type="checkbox"/> Based on health examination data and health service records, provide appropriate health guidance or appropriate work allocation and other health management measures (10%)</p> <p><input type="checkbox"/> Set up an adaptive allocation committee to accept and discuss the application for adaptive allocation of individual employees (10%)</p> <p><input type="checkbox"/> Quantitative data such as the number of consultation providers and the proportion of assistance plans provided based on the consultation results have been publicly disclosed (10%)</p> <p><input type="checkbox"/> Through various methods such as education and training, expert admission counseling, etc., we continue to improve the company's internal promotion of employee assistance programs (10%)</p>

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6. Supply chain impact management			
6-1. For supply Contractors and contractors have established a systematic assessment and screening mechanism	403-7	<input type="checkbox"/> Not established (0%) <input type="checkbox"/> Established (60%)	<input type="checkbox"/> Include occupational safety and health in the evaluation and screening mechanism of suppliers and contractors (20%) <input type="checkbox"/> Publicly disclosed benchmarks, key supplier screening criteria, or quantified results of assessments (20%)
6-2. For supply and contractors to conduct relevant publicity and education and training	403-7	<input type="checkbox"/> Not established (0%) <input type="checkbox"/> Established (60%)	<input type="checkbox"/> Invest resources to guide suppliers/contractors in occupational safety and health management (20%) <input type="checkbox"/> Publicly disclosed quantitative data on the frequency of supplier advocacy and training sessions, as well as supplier participation rates. (20%)
6-3. Through the grant of credit policies or investment and financing evaluation criteria that indirectly affect the negative impact of occupational	403-7	<input type="checkbox"/> Not executed (0%) <input type="checkbox"/> Executed (60%)	<input type="checkbox"/> The evaluation criteria include occupational safety and health leading indicator factors, not just negative impacts (20%) <input type="checkbox"/> Organize lectures, education and training, or forums related to occupational safety and health, etc., for the purpose of improving the level of occupational safety and health of invested companies (10%) <input type="checkbox"/> Any of the above related actions have been disclosed (10%)

safety and health on other enterprises			
Performance Indicators	Corresponding Guidelines	Assessment results	
		Implementation status	Bonus Items (Multi-select)
7. Occupational injuries and work-related diseases			
7-1. Analyze the frequency of disabling injuries, the severity of disabling injuries, and the annual rate of 1,000 occupational accidents, and eliminate or prevent control	403-9	<input type="checkbox"/> Not analyzed (0%) <input type="checkbox"/> Analyzed (60%)	<ul style="list-style-type: none"> The occupational accident rate of the entire enterprise and the number of occupational accidents of contractors and subcontractors related to the company's labor site have been publicly disclosed (10%) Publicly disclosed the statistical counts of near-miss incidents. (10%) Preventive control measures have been taken and the index has been decreasing year on year (10%) Monetize the positive impact of occupational injury or occupational accident prevention (10%)
7-2. Compiling the number of occupational diseases certified by Occupational Medicine Specialists and recording cases of suspected work-related	403-10	<input type="checkbox"/> Not compiled (0%) <input type="checkbox"/> Compiled (60%)	<ul style="list-style-type: none"> Publicly disclosed quantitative data such as work-related disease prevention and management processes, statistical analysis results, and number of recorded cases (20%) Preventive and control measures have been implemented, with the number of cases decreasing compared to the previous year or being maintained at zero. (10%) Monetizing the positive impacts of occupational disease prevention. (10%)

injuries and illnesses, followed by the implementation of elimination or preventive controls.			
8. Workplace health and safety commitment and performance self-declaration (multiple selections are allowed).			
<p>8-1 Declare the company's commitment and target performance to promote workplace health and safety.</p> <ul style="list-style-type: none"> <input type="checkbox"/> There are public disclosures of occupational health and safety commitments (20%) <input type="checkbox"/> The relationship between the remuneration structure of directors and occupational health and safety performance has been disclosed(10%) <p>8-2 The Corporate Sustainability Report utilizes diverse methodologies to identify the significance of Occupational Health and Safety (OHS) issues.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Identification and description of response strategies (Management Approach). (15%) <input type="checkbox"/> There is public (15%) <p>8-3 Quantitative targets for the upcoming year or the medium-to-long term have been established..</p> <ul style="list-style-type: none"> <input type="checkbox"/> Established (25%) <input type="checkbox"/> There is public (15%) 			

※Instructions for Completion :

1. Regarding the implementation completeness of items in the public Sustainability Report corresponding to each performance metric, please select the most appropriate description (single-choice) based on the company's actual status. Please provide relevant supporting evidence as necessary.
2. Bonus items are based on industry characteristics, key focus areas, and the expectation for companies to disclose high-value reference metrics. Please select all descriptions that apply based on your company's implementation status (multiple selection).

---End of assessment---