

Occupational Health and Safety Policy

Primax is committed to corporate social responsibility and sustainable development. As a leading enterprise, Primax is well aware of Occupational Health & Safety (OH&S) risks in workplace affecting the well-being of all persons (including employees, temporary workers, contractors and any other persons) working for the company. Primax is focused on preventing work-related injuries, illness and fatalities, and is committed to promote the performance of OH&S management and also collectively ensure the health and safety of workforce within our supply chain.

Scope of application:

This policy applies to all employees (including subsidiaries), contractors, outsourcers and suppliers, to jointly improve OH&S performance.

Primax's commitments and actions:

- Regulatory Compliance and Initiatives
 1. Primax complies with or surpasses both domestic and international OH&S regulations and requirements, as well as actively responds to international initiatives and voluntary commitments.
 2. Primax requires all contractor personnel to comply with the internal operating standards, implementing preventive and control measures to ensure the health and safety of all workers.
- Prevention and mitigation of OH&S impacts
 1. Primax aims for zero occupational fatalities and work-related illness and injuries. Through systematic hazard identification, risk assessment, and incident investigations, Primax aims to eliminate all hazards and minimize risks. We regularly report OH&S performance to the Chief Operating Officer.
 2. Primax practices responsible procurement through Supplier Code of Conduct, evaluating suppliers' OH&S performance and establishing a mechanism for tracking and improvement, to enhance workplace health and safety within the supply chain.
- Promotion of Occupational health services and worker health
 1. Primax places strong emphasis on the occupational health of our employees, by providing health services and monitoring. We periodically plan health promotion activities to prevent work-related injuries and illness.
 2. Primax conducts suitability assessments and management for specific personnel, including those performing specialized tasks and for pregnant women and lactation at work. We provide health services to the aforementioned employees, and implement maternity protection to safeguard the rights and well-being of workers.

- Enhancement of Employee Engagement and Awareness
 1. Primax embeds OH&S sustainability into employees' daily business activities through measures such as promotion and training, fostering awareness of occupational injuries and illness and fatality prevention.
 2. Primax establishes channels for regular communication with employees, allowing employees and their representatives to negotiate and participate in the improvement of the OH&S management system, ensuring workers' participation rights.

Policy implementation methods and roles:

Primax duly implements our OH&S management system. ISO system implementation team at operational sites execute according to the PDCA (Plan-Do-Check-Act) process. Senior management regularly reports to the Chief Operating Officer to ensure the implementation of this policy, effectively safeguarding the rights and well-being of workers.

Review records:

This policy was reviewed by a management representative in each region and plant and was endorsed by the chairman of the board on September, 07, 2023.

A handwritten signature in black ink, appearing to read 'J. J. ...', is positioned below the review records text.