Pan-International Industrial Corp.

Occupational Health and Safety Policy

Pan-International upholds the core principles of **"People-Oriented, Participation by All, Prevention First, and Continuous Improvement"** and is committed to providing a safe, healthy, and supportive working environment. We regard the physical and mental well-being of all employees and working partners as a cornerstone of sustainable business development. This Occupational Health and Safety Policy serves as the overarching framework for all employees, contractors, and relevant stakeholders to follow.

Policy Commitments and Action Guidelines

1. Strict Compliance with Laws and Regulations; Implementation of Compliance Management

Comply with relevant domestic and international occupational health and safety regulations, customer standards, and applicable international OHS standards, and maintain effective compliance management to ensure all operational activities meet or exceed statutory safety and health requirements.

2. Assess Risks; Prevent Accidents and Illnesses

Establish hazard identification and risk assessment mechanisms, set improvement priorities and develop action plans based on assessment results, and eliminate workplace hazards at the source. Emphasize ergonomics, workplace environmental monitoring, and mental health to prevent occupational injuries, accidents, and work-related illnesses.

3. Encourage Full Participation; Promote Communication and Consultation

Maintain open two-way communication and reporting channels between management and workers, strengthen OHS procedures, and ensure that employees and their representatives are consulted and can participate in OHS decision-making, report hazards, and propose improvements, fostering a transparent and proactive safety culture.

4. Strengthen Education and Training; Foster a Proactive Safety Culture

Regularly conduct company-wide training on OHS regulatory compliance, disaster prevention, and emergency response to enhance employees' hazard awareness and self-protection capabilities, embedding "Safety First" into the daily routines and disciplined habits of every employee.

5. Implement Continuous Improvement; Advance a Sustainable and Healthy Workplace

Incorporate international OHS management systems, establish measurable OHS performance indicators and improvement targets, and regularly review progress against these targets to continually improve OHS management system performance. Provide regular health examinations, health promotion activities, and physical and mental well-being initiatives to foster a healthy, supportive, and balanced workplace.

Scope of Application and Communication

This policy applies to all operations and employees of Pan-International Industrial Corp. and its subsidiaries, contractors, and other workers under the Group’s supervision, including dispatched personnel and interns. It also covers supplier personnel and visitors entering the Group’s premises.

This policy is made publicly available and communicated to all workers. It will be periodically reviewed and revised in accordance with statutory amendments, operational practices, and stakeholder expectations.

Chairman: 

Date: November 9, 2026