職業安全衛生執行成果

勞工作業環境監測

為了掌握勞工工作場所作業環境實態，與評估同仁作業環境有害物質暴露狀況，保障同仁免於作業場所中有害物質的危害，提供同仁健康舒適的工作環境，每年依職安法規定執行2次作業環境監測，並公告監測結果。

另外，台灣的廠區針對特殊危害作業員工進行特殊健檢，項目包含噪音、特定化學物質、有機溶劑、游離輻射工作等4大項，2024年共76人受檢。

工安績效

一、 專業的職安團隊

證照名稱	人數
堆高機操作技術士	12
特定化學物質作業主管	3
有機溶劑作業主管	4
粉塵作業主管	2
缺氧作業主管	1
急救人員	12
乙級鍋爐技術士	1
輻射操作人員	13
防火管理人	1
甲種職業安全衛生業務主管	1
甲級職業衛生管理技術士	2
乙級職業安全衛生管理員	1

二、 設備安全管理

本公司進行設備分級，對於危險性機械及設備均依法予以列管並定期實施自動檢查，確保設備安全運作。

設備種類	數量
小型貫流式鍋爐	3台
堆高機	3台

三、 工安內稽執行情形

本公司訂有年度工安內稽工作計畫，由各廠廠長擔任總召集人，各項內稽報告由工安單位提報，並將建議改善事項與具體改善進度彙整於職業安全衛生委員會會議報告，各單位同時在每個月根據內稽查核建議及改善事項回報予工安單位。

查核作業	頻率
製造現場工安巡查	1次/周
特定化學物質作業主管	1次/周
現場主管走動式管理	1次/月
廠內一般性巡查	1次/月

四、 工安教育訓練與宣傳

1. 工安教育訓練課程類別包含新人職安訓練、職安在職訓練、消防訓練及疏散演練等，人次與總人時如下表：

年度	教育訓練(人次)	教育訓練(人時)
2018	1182	1932
2019	2435	4897
2020	1190	2889
2021	633	1453
2022	1450	3561
2023	2137	5409
2024	1842	4443

2.職場健康促進活動

本公司自2021年起因應同仁檢康檢查結果，皆為現代人常見之三高，故每年皆規畫舉辦二場健康促進活動。

年度	參加人數
2018	0
2019	0
2020	0
2021	104
2022	116
2023	101
2024	103

五、 近年公司員工失能傷害報告

本公司所發生之事故案例皆會與事故單位共同進行完整調查，並進行事故原因討論，擬定矯正預防措施，在確認該事故原因已確實改善後，方可結案，事故也無重複發生。

年度	死亡事故	失能事故	傷害頻率	傷害嚴重率	綜合傷害指數
2018	0	0	0	0	0
2019	0	0	0	0	0
2020	0	0	0	0	0
2021	0	2	1.91	15.24	0.17
2022	0	1	0.82	1.64	0.03
2023	0	2	1.54	42.50	0.25
2024	0	3	2.26	69.91	0.40

傷害頻率為每百萬總經歷工時之傷害次數

傷害嚴重率每百萬總經歷工時之傷害損失日數

綜合災害指數為傷害頻率與傷害嚴重率相乘績之平方根

4.4 安心職場環境

本公司依據職業安全衛生管理相關法令，及 PDCA 持續改善循環，建立管理程序等相關文件，並依規定定期進行法律法規識別，危害風險評估及運行控制，以確實符合最新法令規定。

4.4.1 職場安全衛生管理架構與政策

▼美時環境、安全與健康政策

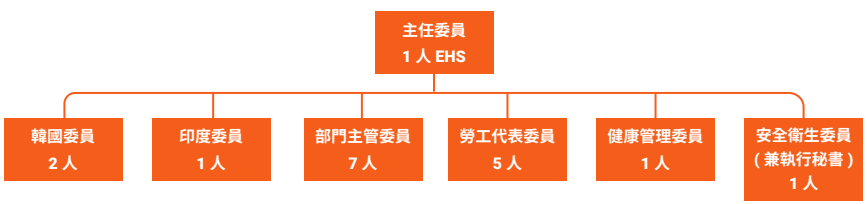
法規遵循	遵行當地環保及職業安全衛生法規、客戶要求及其他相關的國際規範。
環安衛管理系統建立	透過風險評估、目標管理、持續改善及定期審查，建立環境、安全與健康（EHS）管理系統，對廠區環境、作業安全及員工健康進行預防及管理。
員工教育訓練	全體員工、外來人員完善並落實日常環境、能源、職安衛管理、教育訓練，及溝通宣導。
能源與自然資源管理	透過全員參與共同珍惜能源與自然資源，達成節能減碳及安全零事故的目標。

4.4.2 職業安全委員會與運作概況

美時設有職業安全衛生委員會，委員會成員除負責決策的主管外，也設置了各部門選出的勞工代表及各國廠區代表，委員會成員及組織架構如下。職業安全衛生委員會每個季度會定期召開會議，報告及討論年度職安衛管理計畫有關項目包含「協調、建議職業安全衛生管理計畫」、「審議作業環境測定結果應採取之對策」、「審議健康管理及健康促進事項」、「審議各項安全衛生提案」、「審議事業單位自動檢查及安全衛生稽核事項」、「審議機械、設備或原料、材料危害之預防措施」、「審議職業災害調查報告」、「考核現場安全衛生管理績效」及「審議承攬業務安全衛生管理事項」，各委員包含各部門勞工代表都可於會議中提出職安衛有關問題，由職安單位主導追蹤問題改善進度，並於例行會議中說明。

每季定期舉辦一次會議，討論主題包含：如何辨識與消除危害、風險評估、事故調查與稽核、制定與管理承攬商與供應商的稽核標準等。

▼美時職業安全衛生委員會組織圖



▼職安委員會組成

地區	資方（人數）	勞方（人數）	職安衛人員	2024 年會議次數
台灣	7	5	3	4
韓國	2	5	3	4
印度	1	25	0	0

註：由於印度實驗室於 2024 年底佈建，將於 2025 年加入職安委員會中。

列管化學藥品管理相關作業

美時南投廠廠區內使用化學品單位、主要用途及 GHS 危害圖示種類如下表，針對廠內使用化學品人員，皆依法令規定進行必要訓練，作業時提供人員必要之防護具，並針對作業環境進行定期監測，也針對實際執行狀況進行 EHS 人員定期巡檢。

▼化學品使用與危害一覽表

化學品使用 / 儲存單位	主要用途	GHS 危害圖示種類
QC/AR LAB	**實驗 / 研發用**	
MN	**製造生產**	
WH	**儲存**	
EHS	**廢水處理**	
ENG	**發電機 / 冷卻水塔**	

4.4.3 職場安全與事故預防機制

2024 年職業安全衛生訓練課程辦理狀況如下，課程範圍包含安全、健康、消防三大類別，除了依法令規定須定期實施之職安衛在職訓練及自衛消防編組訓練外，也會依現場作業風險實際需求規劃宣導課程，有關新進人員環安衛訓練已於美時的人才培育體系中辦理。尤其，雖然消防演練是依法辦理，但美時在訓練安排部分一點都不馬虎，避免紙上談兵從頭到尾演練一次，以落實每個步驟確實執行。

▼ 2024 年台灣人員職安衛訓練

分類	課程	對象	參與總人數	參與總時數
安全	門禁逃生安全宣導紀錄	南投廠人員	116	58
	G 棟逃生疏散路線宣導	南投廠該區作業人員	107	54
	化學品洩漏緊急應變演練	實驗室人員	7	7
	職業安全在職訓練	南投廠人員	544	2,176
健康	想減重，外食族也可以很輕鬆	南投廠人員	94	47
	2024 美時職場健康操	南投廠人員	44	44
消防	上半年自衛消防編組訓練	南投廠自衛消防編組人員	124	496
	下半年自衛消防編組訓練	南投廠自衛消防編組人員	127	508
	消防全員疏散演練	南投廠人員	404	202

▼ 2024 年韓國人員職安衛訓練

分類	課程	對象	參與總人數	參與總時數
安全	工作者定期進行安全和健康訓練	工作者	1,655	6,480
	受僱時的安全與健康訓練	新進員工	43	344
	管理主管訓練	團隊（或部分）主管	17	272
	危險品安全管理者訓練	危險品安全管理者	2	16
	電氣安全管理者訓練	電氣安全管理者	2	42
	鍋爐安全管理者訓練	鍋爐安全管理者	2	7
	燃氣安全管理者培訓	燃氣安全管理者	2	4
健康	工作者健康訓練	工作者	2,700	2,700
消防	消防安全管理者訓練	廠區消防安全管理者	2	6
環境	環境工程師訓練（大氣）	環境工程師（大氣）	2	14
	環境工程師訓練（水資源）	環境工程師（水資源）	2	14
	環境工程師訓訓練（廢棄物）	環境工程師（廢棄物）	2	4

▼美時南投廠 - 自衛消防編組演練相片

滅火訓練 - 室內消防栓使用訓練課程

滅火訓練 - 滅火器訓練課程

綜合訓練（演練）- 疏散後清點人數回報指揮官

4.4.4 職業安全危害辨識與風險評估機制

美時定期實施危害辨識與風險評估，並要求高風險項目進行改善。為了防微杜漸，我們在廠區推行了工安快遞卡活動。同仁若發現任何不安全的行為或環境，可使用手機掃描 QR code 提報問題。經職安單位審核通過後，每一個有效提報將獲得 100 元獎勵，並且保密處理提報人員資料。若發生職業相關傷害或事故，職安單位將立即採取必要的急救措施，並召集相關人員進行事故調查，以避免類似事故再次發生事故調查流程如下：

1 人員事故通報

▼

2 事故調查及矯正預防

▼

3 確認原因及改善狀況

▼

4 結案

4.4.5 職業災害統計

▼美時台灣近 2 年員工職業傷害統計

年度	對象	總工時	人數			比率		
			死亡事故	可記錄職業傷害件數	嚴重職業傷害件數	死亡率	可記錄職業傷害率	嚴重職業傷害率
2023	員工	1,293,968	0	2	0	0	1.54	0
2024	員工	1,443,405	0	3	0	0	2.08	0

註：1. 統計邊界以台灣據點為主，包括台北、台中、高雄、中創辦公室及南投工廠。
2. 職業傷害統計基準不包含上下班「通勤災害」。
3. 可記錄職業傷害：因職業傷害導致工作者無法繼續正常工作，必須休班離開工作場所，損失時間在 1 日以上，包括由職業傷害所造成的死亡人數。
4. 可記錄職業傷害率（Total Recordable Injury Frequency Rate, TRIFR）= 可記錄職業傷害件數 × 1,000, 000 ／總歷經工時（計算至小數點後 2 位，不四捨五入）。
5. 嚴重職業傷害：因職業傷害而死亡或導致工作者無法、難以於 6 個月內恢復至受傷前健康狀態的傷害。
6. 嚴重職業傷害率＝嚴重職業傷害件數 × 1,000,000 ／總歷經工時（計算至小數點後 2 位，不四捨五入）。
7. 近 2 年美時台灣非員工皆無發生死亡事故及職業傷害事件。

▼美時韓國近 2 年員工職業傷害統計

年度	對象	總工時	人數			比率		
			死亡事故	可記錄職業傷害件數	嚴重職業傷害件數	死亡率	可記錄職業傷害率	嚴重職業傷害率
2023	員工	914,321	0	1	0	0	1.09	0
2024	員工	854,816	0	0	0	0	0	0

註：1. 1 統計邊界以韓國據點為主，包括 Alvogen Korea HQ, Gongju plant, Hyangnam plant, Seoul Sales Office、Busan Sales Office、Gwangju Sales Office、Daegu Sales Office、Daejeon Sales Office、Jeonju Sales Office、Jeju Sales Office、Wonju Sales Office。
2. 職業傷害統計基準不包含上下班「通勤災害」。
3. 可記錄職業傷害：因職業傷害導致工作者無法繼續正常工作，必須休班離開工作場所，損失時間在 1 日以上，包括由職業傷害所造成的死亡人數。
4. 可記錄職業傷害率（Total Recordable Injury Frequency Rate, TRIFR）= 可記錄職業傷害件數 × 1,000, 000 ／總歷經工時（計算至小數點後 2 位，不四捨五入）。
5. 嚴重職業傷害：因職業傷害而死亡或導致工作者無法、難以於 6 個月內恢復至受傷前健康狀態的傷害。
6. 嚴重職業傷害率＝嚴重職業傷害件數 × 1,000,000 ／總歷經工時（計算至小數點後 2 位，不四捨五入）。
7. 近 2 年美時韓國非員工皆無發生死亡事故及職業傷害事件。

▼美時台灣近 2 年職業安全衛生事故統計

年度	對象	失能事故	失能日數	失能傷害頻率（FR）	失能傷害嚴重率（SR）	總合傷害指數（FSI）	傷害類別
2023	員工	2	55	1.54	42.50	0.25	1. 推車搬運物料無法通過坡道施工區，改直接拉車走樓梯導致手腕扭傷。事發後已立即設置臨時坡道供物料運送使用並縮短工期加速完工，同時與同仁宣導當路線受阻無法作業應回報主管，勿強行通過。 2. 製造現場設備毛邊設備人員清潔時導致割傷。事發後已進行所有設備及櫃子確認，並請工務單位協助修邊，亦要求新購設備、櫃子時要求廠商應修邊於驗收時進行確認。
2024	員工	3	93	2.08	69.91	0.40	1. QC 同仁物料箱搬運時不慎扭傷，經調查後調整物料箱搬運方式及放置適當高度，並修訂 SOP，進行相關人員人因工程搬運訓練宣導。 2. ENG 同仁管路檢修時不慎燙傷，經現勘後管路張貼標示警示及加設壓力表檢視殘壓，人員作業時要求配戴耐高溫手套。 3. 產線結束後封閉高處管路閥門時不慎跌倒，經評估後降低管路於站立地面高度即可關閉。

註：1. 損失工作日數：無法工作天數（休息天數）；計算基準含職業災害公傷假，不含病假及生理假別。
2. 失能傷害頻率（Disabling Frequency Rate, FR）＝失能傷害人次數 × 1,000,000 ／總歷經工時（計算至小數點後 2 位，不 4 捨 5 入）。
3. 失能傷害嚴重率（Disabling Severity Rate, SR）＝（失能傷害損失日數 × 1,000,000）／總經歷工時（取整數，不 4 捨 5 入）。
4. 失能傷害總合傷害指數（Frequency-Severity Indicator, FSI）= √［（FR × SR）÷ 1,000］。
5. 失能事故統計基準不包含上下班「通勤災害」。
6. 近 2 年美時台灣非員工皆無發生職業安全衛生事故。

▼美時韓國近 2 年職業安全衛生事故統計

年度	對象	失能事故	失能日數	失能傷害頻率（FR）	失能傷害嚴重率（SR）	總合傷害指數（FSI）	傷害類別
2023	員工	1	35	1.09	38.28	0.01	同仁發生事故導致手指骨裂。
2024	員工	0	0	0	0	0	無職業安全事故發生。

註：1. 損失工作日數：無法工作天數（休息天數）；計算基準含職業災害公傷假，不含病假及生理假別。
2. 失能傷害頻率（Disabling Frequency Rate, FR）＝失能傷害人次數 × 1,000,000 ／總歷經工時（計算至小數點後 2 位，不 4 捨 5 入）。
3. 失能傷害嚴重率（Disabling Severity Rate, SR）＝（失能傷害損失日數 × 1,000,000）／總經歷工時（取整數，不 4 捨 5 入）。
4. 失能傷害總合傷害指數（Frequency-Severity Indicator, FSI）= √［（FR × SR）÷ 1,000］。
5. 失能事故統計基準不包含上下班「通勤災害」。
6. 近 2 年美時韓國非員工皆無發生職業安全衛生事故。

Occupational Safety and Health Implementation Results

Working Environment Monitoring

In order to grasp the environmental conditions of the labor workplace, assess the exposure to hazardous materials of the employees, protect employees from harm due to hazardous materials, and provide them with a healthy and comfortable working environment, the Company conducts working environment monitoring twice a year and announces the monitoring results.

Additionally, plants in Taiwan conduct special health examinations for those involved in tasks with special health hazards, including 4 aspects: noise, specific chemical substances, organic solvents, and ionizing radiation. In 2024, a total of 76 employees were examined.

Occupational Safety Performance

I. Professional Occupational Safety Team

License Name	Number of Employees
Technician for forklift truck operations	12
Supervisor in charge of specific chemical substances operations	3
Supervisor in charge of organic solvent operations	4
Supervisor in charge of dusty operations	2
Supervisor in charge of hypoxia operations	1
First aid personnel	12
Level B technician for boiler operations	1
Radiation operator	13
Fire prevention manager	1
Class-1 manager of occupational safety and health affairs	1
Level A technician for occupational health management	2
Level B specialist for occupational safety and health management	1

II. Equipment Safety Management

The Company classifies its equipment. Hazardous machines and equipment are controlled in accordance with the laws, and regular auto inspections are carried out to ensure the safe operation of the equipment.

Type of Equipment	Number
Small once-through boiler	3 units
Forklift	3 units

III. Implementation of Occupational Safety Internal Audits

The Company formulates the annual internal audit plan for occupational safety. The factory director of each plant serves as the main coordinator. Each occupational

safety unit submits an internal audit report and presents a summary of suggestions and progress for improvement during the meetings of the Occupational Safety and Health Committee. Additionally, each unit provides monthly reports to the occupational safety unit based on the suggestions from the internal audit and the improvement.

Audit Activities	Frequency
Manufacturing on-site inspection for occupational safety	Once/week
Construction site inspection for occupational safety	Once/week
Management by the supervisor checking around the site	Once/month
General inspection within the factory	Once/month

IV. Occupational Safety Training and Propaganda

1. Types of occupational safety training courses include occupational training for new employees, on-the-job occupational training, fire-fighting training, and evacuation drills, etc. The number of participants and the total man-hours are as follows:

Year	Education and Training (Number of Participants)	Education and Training (Worker-Hours)
2018	1182	1932
2019	2435	4897
2020	1190	2889
2021	633	1453
2022	1450	3561
2023	2137	5409
2024	1842	4443

2. Promotion activities for health in the workplace

   Since 2021, the Company has planned to hold two health promotion activities annually in response to the results of the employee health examinations, which indicate the three highs often found among the modern generation.

Year	Number of Participants
2018	0
2019	0
2020	0
2021	104
2022	116
2023	101
2024	103

V. The Company's Disabled Employee Injury Report in Recent Years

For all accidents that occur, the Company will conduct a comprehensive survey with the accident unit and discuss the reasons for the accidents to formulate corrective and preventive measures. Only after the causes of the accidents have been improved will the project be closed. The accidents will never recur.

Year	Fatal Accident	Disabling Accident	Injury Frequency	Injury Severity Rate	Frequency-Severity Indicator
2018	0	0	0	0	0
2019	0	0	0	0	0
2020	0	0	0	0	0
2021	0	2	1.91	15.24	0.17
2022	0	1	0.82	1.64	0.03
2023	0	2	1.54	42.50	0.25
2024	0	3	2.26	69.91	0.40

The injury frequency is the number of injuries per million working hours.
The injury severity rate is the number of lost days due to injuries per million working hours.
The frequency-severity indicator is the square root the product of the injury frequency and the injury severity rate.

4.4 Safe and Healthy Workplace Environment

Our company adheres to relevant occupational safety and health management regulations and follows the PDCA (Plan-Do-Check-Act) continuous improvement cycle. We have established management procedures and related documents in compliance with these regulations. Additionally, we regularly conduct compliance assessments of regulations, hazard risk evaluations, and operational controls to ensure strict adherence to the latest regulations and requirements.

4.4.1 Occupational Safety and Health Management Structure and Policy

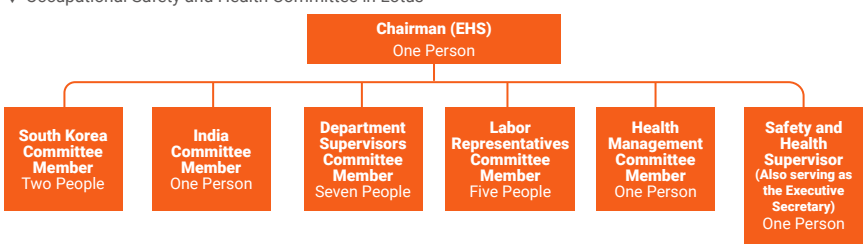
▼ Lotus' Environmental, Safety, and Health Policy

Regulatory compliance	Comply with local environmental and occupational safety and health regulations, customer requirements, and other related international regulations.
Created the EHS Management System	Through EHS risk assessment, target management, continuous improvement, and regular management review, we aim to prevent and manage the factory environment, operation safety, and employee health, improving the effectiveness of EHS management, and ensuring the effectiveness of system operation.
Employee Training	Improve and implement daily environmental/energy/occupational health and safety management, education, and communication for all employees and external stakeholders.
Energy and Natural Resource Management	Through the participation of all staff, we aim to cherish the energy and natural resources together to achieve the goals of energy saving, carbon reduction, and zero incidents.

4.4.2 Overview of the Composition and Operation of the Workplace Safety Committee

Lotus has established an Occupational Safety and Health Committee. The committee members include supervisors for decision-making, as well as labor representatives selected from all departments. The members and organizational structure of the Committee are shown below. The Occupational Safety and Health Committee convenes quarterly meetings to report and discuss relevant items of the annual occupational safety and health management plan, including: "Coordination and Suggestion of Occupational Safety and Health Management Plan", "Review of Countermeasures for Labor job site Monitoring Results" "Review of Health Management and Health Promotion Matters", "Review of Various Safety and Health Proposals", "Review of Autonomous Inspection and Safety and Health Assessment Items of Business Units", "Review of Preventive Measures Against Hazards Caused by Machinery, Equipment and Raw Materials", "Review of the Occupational Disaster Investigation Report", "Assessment of On-site Safety and Health Management Performance" and "Review of Safety and Health Management Items of Contracted Business". Each committee member, including labor representatives from various departments, can raise issues related to occupational safety and health during the meeting. The occupational safety unit will lead in tracking the progress of improvement and report it in the regular meeting.
A regular meeting is held quarterly. Topics discussed include hazard identification and elimination, risk assessment, accident investigation and audits, as well as the establishment and management of audit standards for contractors and suppliers.

▼ Occupational Safety and Health Committee in Lotus



▼ Composition of Occupational Safety Committee

Area	Employer (number of people)	Employees (number of people)	Occupational safety and health personnel	Number of meetings in 2024
Taiwan	7	5	3	4
South Korea	2	5	3	4
India	1	25	0	0

Note: Since the Indian laboratory was planned for construction at the end of 2024, relevant personnel will join the Occupational Safety Committee in 2025.

Operations Related to the Management of Listed Chemical Drugs

Units using chemicals in the Nantou Plant of Lotus, the main usages of these chemicals, and GHS hazard graphical types are shown in the table below. Personnel using chemicals in the plant have received necessary training according to statutory and regulatory provisions. During operations, necessary protective equipment is provided to relevant personnel, and the operating environment is regularly monitored. Furthermore, EHS personnel are assigned to conduct regular patrolling based on the actual execution status.

▼ List of Chemical Use and Hazards

Chemical using/ warehousing unit	Main usage	GHS hazard graphical types
QC/AR LAB	For experiment/ R&D	
MN	Manufacturing	
WH	Warehousing	
EHS	Wastewater treatment	
ENG	Generator/ Cooling tower	

4.4.3 Workplace Safety and Accident Prevention Mechanism

The handling status of occupational safety and health training courses in 2024 is as follows: The course scope includes three categories, namely safety, health, and fire prevention. Apart from the regular on-the-job training for occupational safety, as well as fire prevention training required by law, additional courses were organized based on the specific on-site occupational risks. Environmental safety and health training for new employees has already been incorporated into Lotus's talent cultivation system. While fire drills are legally mandated, Lotus ensures these training activities are diligently scheduled to avoid unnecessary repetition and to ensure the effective implementation of each step.

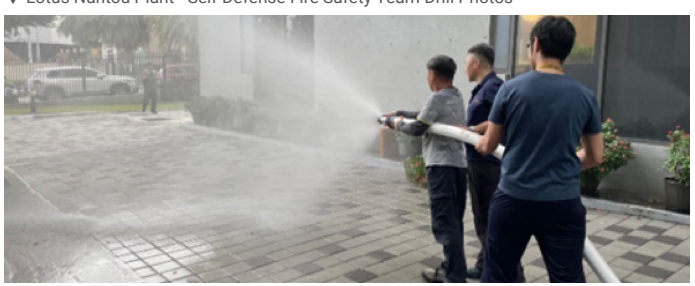
▼ OSH training of employees in Taiwan in 2024

Classification	Courses	Objects	Total Participants	Total hours
Safety	Access Control and Emergency Escape Safety Awareness Record	Personnel at the Nantou Plant	116	58
	G Building Emergency Evacuation Route Awareness Campaign	Nantou Plant personnel in this area	107	54
	Chemical Spill Emergency Response Drill	Laboratory personnel	7	7
	In-service occupational safety training	Personnel at the Nantou Plant	544	2,176
Health	Want to lose weight? Even people who eat out often can do it easily	Personnel at the Nantou Plant	94	47
	2024 Lotus Workplace Health Exercises	Personnel at the Nantou Plant	44	44
Fire Fighting	Fire prevention organization and training in the first half of the year	Fire prevention personnel at the Nantou plant	124	496
	Fire prevention organization and training in the second half of the year	Fire prevention personnel at the Nantou plant	127	508
	Evacuation drill for all staff for hire fighting	Personnel at the Nantou Plant	404	202

▼ OSH training of employees in South Korea in 2024

Classification	Courses	Objects	Total Participants	Total hours
Safety	Regular safety and health training for workers	Workers	1,655	6,480
	Safety and health training when hiring	New Employee	43	344
	Management supervisor training	Team (or Part) Supervisor	17	272
	Training for Dangerous Goods Safety Management	Dangerous Goods Safety Management	2	16
	Training for Electrical Safety Management	Electrical Safety Manager	2	42
	Training for Boiler Safety Management	Boiler Safety Manager	2	7
	Training for gas safety management	Gas safety manager	2	4
Health	Workers health training	Workers	2,700	2,700
Fire Fighting	Fire safety management training	Plant fire safety management	2	6
Environment	Training for Environmental engineer (Atmospheric)	Environmental engineer (Atmospheric)	2	14
	Training for Environmental Engineer (Water)	Environmental engineer (Water)	2	14
	Training for Environmental engineer (Waste)	Environmental engineer (Waste)	2	4

▼ Lotus Nantou Plant - Self-Defense Fire Safety Team Drill Photos



Firefighting training course on the use of indoor fire hydrants

Fire extinguisher training course

Comprehensive training (drill)-counting of people after evacuation and reporting to the commander

4.4.4 Occupational Safety Hazard Identification and Risk Assessment Mechanism

Lotus regularly conducts various operations in the plant and is committed to improving high-risk items. To prevent risks from escalating, we promote the Work Safety Express card activity in the factory. Employees who observe any unsafe behavior or environment can use their mobile phones to scan a QR code and report the issue they see. After review by the Work Safety Unit, a reward of NT$100 is granted for each reported item. The occupational safety unit will then monitor the responsible unit's progress in implementing improvements and maintain the confidentiality of the reporting personnel. If occupation-related injuries or accidents occur, the occupational safety unit immediately takes necessary emergency rescue measures upon receiving notification of the accident. The accident unit and relevant personnel will be convened for investigation depending on the circumstances to prevent the accident from reoccurring. The accident investigation process is as follows:

1. Personnel accident notification
2. Accident investigation, correction, and prevention
3. Confirmation of the cause and improvement
4. Case closure

4.4.5 Work-related inJuries Statistics

▼ Occupational safety and health accidents at Lotus Taiwan in the past two years

Year	Objects	Total working hours	Number of people			Ratio		
			The number of fatal accidents	The number of recordable work-related injuries	The number of high-consequence work-related injuries	The fatality rate	The rate of recordable work-related injuries	The rate of high-consequence work-related injuries
2023	Employees	1,293,968	0	2	0	0	1.54	0
2024	Employees	1,443,405	0	3	0	0	2.08	0

Notes:
1. The statistics cover sites in Taiwan, including the Taipei office, Taichung office, Kaohsiung office, Central Taiwan Innovation Campus office, and the Nantou Plant.
2. The statistical benchmark for occupational disasters does not include "commuting disasters" that occur during commuting hours.
3. Recordable work-related injuries refer to work-related injuries that prevent workers from continuing their normal work, requiring them to leave the workplace for more than 1 day. This category also includes fatalities resulting from work-related injuries.
4. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable work-related injuries × 1,000,000/Total working hours (calculated to 2 decimal places, not rounded off).
5. High-consequence work-related injuries refer to injuries that cause death or prevent workers from fully recovering to their pre-injury health status within 6 months.
6. Rate of high-consequence work-related injuries = Number of high-consequence work-related injuries × 1,000,000/Total working hours (calculated to 2 decimal places, not rounded off).
7. Non-employee workers at Lotus have not been involved in any fatal accidents or occupational accidents in the past two years.

▼ Occupational safety and health accidents at Lotus South Korea in the past two years

Year	Objects	Total working hours	Number of people			Ratio		
			The number of fatal accidents	The number of recordable work-related injuries	The number of high-consequence work-related injuries	The fatality rate	The rate of recordable work-related injuries	The rate of high-consequence work-related injuries
2023	Employees	914,321	0	1	0	0	1.09	0
2024	Employees	854,816	0	0	0	0	0	0

Notes:
1. The statistical boundary focuses on sites in South Korea, including the Alvogen Korea HQ, Gongju plant, Hyangnam plant, Seoul Sales Office、Busan Sales Office、Gwangju Sales Office、Daegu Sales Office、Daejeon Sales Office、Jeonju Sales Office、Jeju Sales Office、Wonju Sales Office
2. The statistical benchmark for occupational disasters does not include "commuting disasters" that occur during commuting hours.
3. Recordable work-related injuries refer to work-related injuries that prevent workers from continuing their normal work, requiring them to leave the workplace for more than 1 day. This category also includes fatalities resulting from work-related injuries.
4. Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable work-related injuries × 1,000,000/Total working hours (calculated to 2 decimal places, not rounded off).
5. High-consequence work-related injuries refer to injuries that cause death or prevent workers from fully recovering to their pre-injury health status within 6 months.
6. Rate of high-consequence work-related injuries = Number of high-consequence work-related injuries × 1,000,000/Total working hours (calculated to 2 decimal places, not rounded off).
7. In the last two years, non-employee workers of Lotus South Korea were not involved in any fatal accidents or occupational accidents.

▼ Statistics of occupational safety and health accidents occurring at Lotus Taiwan in the last 2 years

Year	Objects	Disabling Accident	Work Days Lost	Disabling Injury Frequency Rate	Disabling Injury Severity Rate	Frequency-Severity Indicator	Category of injury
2023	Employee	2	55	1.54	42.50	0.25	1. When moving materials with a cart, the operator couldn't pass through the ramp construction area, and subsequently pulled the cart up the stairs, resulting in a wrist injury. After the accident occurred, the company immediately set up a temporary ramp to transport the materials and speed up construction with a shortened construction period. Meanwhile, the company notified employees to report to their supervisors route blockages and to avoid attempting to pass forcefully. 2. During cleaning, a staff member sustained a cutting injury from equipment burrs at the manufacturing site. After the accident occurred, all equipment and cabinets were inspected, and the engineering department was assigned to assist with the deburring. Moreover, vendors were instructed to ensure deburring upon acceptance of new equipment and cabinets.
2024	Employee	3	93	2.08	69.91	0.40	1. A QC colleague suffered a sprain when moving a material box. The method for moving material boxes was adjusted after investigation, and the boxes were placed at an appropriate height. The relevant SOP was revised, and training and promotion of people should lift boxes have been shared with relevant personnel. 2. An ENG colleague suffered a burn while inspecting the pipeline. A relevant warning sign was posted on the pipeline and a pressure gauge was added to check residual pressure after a site survey. Personnel are required to wear high-temperature resistant gloves during operation. 3. A colleague fell while closing a pipeline valve at a high place after the end of the manufacturing of the production line. The height of the pipeline was reduced to the extent that the valve could be closed by standing on the ground after evaluation.

Notes: 1. Number of working days lost: Number of days of absence from work (number of rest days); the calculation benchmark includes work-related injury leave due to occupational disaster but does not include sick leave and menstrual leave).
2. Disabling Frequency Rate (FR) = Number of person-times with disabling injury × 1,000,000/Total experienced working hours (calculated to 2 decimal places, not rounded off).
3. Disabling Severity Rate (SR) = (Number of days lost due to disabling injury ×1,000,000)/Total experienced working hours (rounded number, not rounded off).
4. Frequency-Severity Indicator (FSI) = $\sqrt{}$ [(FR × SR) ÷ 1,000].
5. The statistical benchmark of disabling accidents does not include "commuting disasters" occurring during commuting hours.
6. In the last two years, non-employee workers of Lotus Taiwan were not involved in any occupational safety and health accidents occurring.

▼ Statistics of occupational safety and health accidents occurring at Lotus South Korea in the last 2 years

Year	Objects	Disabling Accident	Work Days Lost	Disabling Injury Frequency Rate	Disabling Injury Severity Rate	Frequency-Severity Indicator	Category of injury
2023	Employee	1	35	1.09	38.28	0.01	An accident resulting in a crack in the finger bone
2024	Employee	0	0	0	0	0	No occupational safety incidents occurred

Notes: 1. Number of working days lost: Number of days of absence from work (number of rest days); the calculation benchmark includes work-related injury leave due to occupational disaster but does not include sick leave and menstrual leave).
2. Disabling Frequency Rate (FR) = Number of person-times with disabling injury × 1,000,000/Total experienced working hours (calculated to 2 decimal places, not rounded off).
3. Disabling Severity Rate (SR) = (Number of days lost due to disabling injury ×1,000,000)/Total experienced working hours (rounded number, not rounded off).
4. Frequency-Severity Indicator (FSI) = $\sqrt{}$ [(FR × SR) ÷ 1,000].
5. The statistical benchmark of disabling accidents does not include "commuting disasters" occurring during commuting hours.
6. In the last two years, non-employee workers of Lotus South Korea were not involved in any work-related injuries.