

Occupational Health and Safety Policy

To conduct production activities conscious of occupational health and safety, HI-LEX ACT strives to develop a workplace environment which is safe and healthy at all times in all business activities related to automotive component manufacturing, and endeavors to ensure that the safety and health of its workers are maintained.

1. Regarding the source of health and safety hazards we are facing, we comply with applicable laws, regulations and other requirements HI-LEX ACT has agreed to.
2. Through continuous improvement to occupational health and safety management and occupational health and safety management programs, prevent injury and illness by recognizing risks at each business facility and plant in order to eliminate the sources of hazard at each business site and plant.
3. To embody activities related to occupational health and safety under better environment, we set goals and conduct reviews.
4. With workers participation and cooperation, promote occupational health and safety management. Furthermore, conduct internal audits, make effective progress towards goal attainment and seek to maintain improvement the maintenance of occupational health and safety management systems.
5. To raise understanding and awareness of occupational health and safety of task each workers, we provide occupational health and safety education to teach each task for better understanding and inform obligations of each task to individuals.
6. Conduct periodic reviews of this Occupational Health and Safety Policy.

November , 2025



HI-LEX ACT Corporation