

Occupational Health and Safety Implementation Results

Occupational Safety and Health Policy

In order to implement safety, prevent occupational disasters, protect the safety and health of employees, reduce the damage caused by accidents and human negligence, and improve the productivity of the Company, we will be committed to protecting employees and property from disaster losses. The Company will provide and maintain a safety and health management system and working environment in line with the aviation industry practice and legal requirements, and try to reduce any danger from foreseeable fire, safety loss, property loss, personal injury or disease, etc. Our safety and hygiene policy is:

「Respect the value of life, Fulfill social responsibilities, Continuously improve the environment, and Pursue zero disasters」

Safe Workplace, Happy Company

The Chairman of the Company pays special attention to labor rights and safety and health, and is committed to developing a “Partnership” relationship with all stakeholders for coexistence and common prosperity, creating profits and value for each other, and pursuing sustainable management. Therefore, the “AirAsia Safety and Security Family” was established to assist and coach contractors to improve their working environment. In 2025, we provided guidance to 20 contractors and identified 6 areas for improvement. The contractor compliance rate reached 100%, with zero contractor-related occupational accidents reported during the period. We remain committed to creating a safe and healthy work environment for our employees and partners as we advance toward sustainable development together. We pursue sustainable management and a harmonious social environment, attach importance to providing employees with a healthy and safe workplace, and are committed to environmental protection. We comply with all Environmental, Health and Safety (EHS) laws and regulations in our business activities, and formulate internal safety and hygiene work codes, promote workplace disaster prevention and mitigation, strengthen workplace safety and hygiene, and implement the identification, assessment and risk control of potential workplace hazards. Ensure job safety and employee health. The Company participated in the “Accident-Free Working Hours Recording Activities for Institutions”, and won the award for achieving the target of disaster-free working hours for 3 times. From 2015 to 2025, the Company was awarded as an excellent safety culture promotion unit by the Bureau of Labor Affairs, Tainan City Government for 11 consecutive years. And from 2018 to 2025, the Company won the honorable mention award of safety and health family performance evaluation by the Bureau of Labor Affairs, Tainan City Government.



Safety and Health Family Implementation Results

Training

Walking Activity

< Copyright is owned by AIR ASIA Co., Ltd. Any unauthorized use is prohibited >

Occupational Safety and Health Management

The Company does not yet have an ISO45001 occupational safety and health management system. It currently builds an occupational safety and health management system in accordance with the "Occupational Safety and Health Act" to reduce the occurrence of occupational injuries through the PDCA management cycle. In this part, the Company, in addition to complying with relevant laws and regulations, We have also formulated the "Occupational Safety and Health Work Code" as the Company's occupational safety and health management policy, continue to improve the safety and health conditions of the working environment, and are committed to reducing the risk of occupational disasters to protect the physical and mental health of employees.

Worker participation, consultation, and communication

A Safety and Health Committee has been established in accordance with the "Occupational Safety and Health Act". There are 20 members on the Committee in 2025. In order to expand labor participation, the Labor Union elected 7 (35%) labor representatives to participate in the meeting.

Meetings are held every March, June, September and December. Its power and responsibility are to discuss and make decisions. The Company's safety and health strategies and proposals, including safety and health-related regulations, education implementation plans, prevention of hazards of machinery, equipment or raw materials, measures to be taken based on work environment measurement results, health management and other matters, and regular review of safety and health business performance; The Safety and Health Committee also reviews abnormal safety and environmental accidents or occupational accidents of employees and contractors, analyzes the causes, and finds improvement measures to prevent similar accidents from happening again.

Safety and Health Performance

The Company gives priority to "Staff Safety", aiming at zero disaster in the workplace, arrange security team members to perform a variety of safety and health inspection regularly, e.g. inspection and maintenance of fire-fighting equipment, factory visit, control of special operation areas, qualification review of special operation personnel, control of smoking areas, security check on buildings, in order to ensure staff safety on work. In addition, regarding 2 occupational accidents of 2025 safety and health indicators, a total of 2 employees, each case was investigated and analyzed, and publishing "An Warning of Occupational Safety" to avoid similar accidents. The 2025 target for the Disabling Injury Frequency Rate (FR) was set below 1.50 by the Sustainability Steering Committee. The actual FR for 2025 was 0.88, successfully achieving the objective. Furthermore, there were no incidents of regulatory violations or fines during the 2025 reporting period.

In 2025, there were no major industrial accidents, no fire incidents, and no casualties or injuries. We maintained a record of zero fatalities and serious injuries throughout the year. In order to prevent fires, a "Fire Protection Plan" was formulated, self-defense firefighting groups were organized and drills were conducted. Through disaster prevention education and training, all employees' disaster prevention

knowledge and adaptability will be improved. In order to implement the maintenance and management of fire safety equipment, a fire maintenance agency is entrusted to perform maintenance of fire safety equipment every year and reported to the fire authority for review.

Safety and health audits are carried out from time to time, and the improvement items recommended by the audit results are provided to the deficient units for improvement, and the implementation results of the audit deficiencies are reviewed at the Occupational Safety and Health Committee meeting. The workers covered by the occupational safety and health management system are as follows:

Workers covered by the occupational safety and health management system in 2025

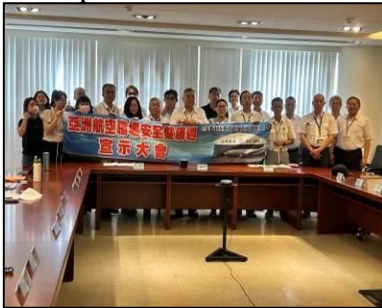
Management System/Legal	Inspection type	Number of people	Percentage
Occupational Safety and Health Act	Internal audit	1,161	100%
	Labor inspection	545	46.9%

Safety and Health Education Training and Advocacy

The Company’s computer system sets up a safety and health education and training system for employees or supervisors to inquire about personal training records, and conducts publicity through the Company’s bulletin board, intranet safety and health column and e-Learning system, in active and passive ways, including environmental safety and health regulations, various safety and health course materials and specifications. In 2025, the Company followed the “Occupational Safety and Health Education and Training Rules” training including stationary crane, organic solvent line manager, hypoxia line manager, specified chemical substances line manager, dust line manager, first-aid personnel training, in-service staff education training, regarding dangerous and harmful materials, confined space, and other trainings, a total 1,022 person. As well as production of poster, warning of occupational safety, worksite safety and health announcement, in total 9 times the entire year.

Workplace Safety and Health Week

In order to implement workplace disaster prevention and mitigation, identify potential hazards in the workplace, identify, assess, and control risks, and build a safe and healthy workplace environment, the “Workplace Safety and Health Week Activity Implementation Plan” is formulated from Apr. to Dec. every year to implement “Workplace Safety and Health Week” activities, take preventive and control measures as per the objectives that have been promised or set and the level of recognized harm and risk, through “staff training”, “diagnosis and counseling”, “audit” and many other methods to reinforce. Workplace safety and health facilities, healthy environment and management function, and guarantee the safety and health of operational personnel.



Safety and Health Week Oath Conference



Education Training



Public Advocacy

Safety and Health Automatic Inspection

For the maintenance of machinery and equipment used in aircraft maintenance, in addition to the maintenance plan formulated by the maintenance department according to the characteristics and performance of the machinery and equipment and the maintenance cycle. In order to implement the implementation of self-inspection, to prevent accidents and protect the safety of personnel, equipment and property, a “Safety and Health Self-Inspection Plan” has been formulated. The main items include regular inspections of machinery and vehicles, regular inspections of equipment, key inspections and check of machinery and equipment. A total of 2,087 items were inspected throughout the year.

Hazard Identification, Risk Assessment

Based on the work process, location, work content, personnel qualifications, mechanical equipment, tools and chemical substances that may be used or contacted, identify possible work hazards, confirm the existing engineering controls, management controls and personal protective equipment, so as to evaluate hazard risk levels to determine the impact of hazards on company personnel, and consider occupational safety and health opportunities to eliminate hazards or reduce occupational safety and health risks and improve occupational safety and health performance to prevent occupational accidents and health risks to colleagues.

In order to prevent the Company from endangering the safety and health of personnel due to operations, activities or services and facilities, causing losses to the safety and health of personnel in the factory or the Company's finances, the control methods determined after risk assessment include elimination, replacement, engineering control, use management controls, including training/signs/warnings/management controls and personal protective equipment. The control methods adopted based on the assessment will be considered in

order of priority and the best control method will be determined to reduce the risk to an acceptable level. A total of 2025 assess 71 operating procedures.

Working Environment Monitoring

In order to grasp the actual conditions of the labor working environment and assess the labor exposure status, we worked out a monitoring plan together with the Labor Union and on-site operators, and conducted monitoring of the working environment every six months. The monitoring results were announced to employees and reported to the Occupational Safety and Health Committee. A total of 234 monitoring points were monitored in the year, and the results were in compliance with regulations.

Emergency Response Measures

In order to deal with emergencies that occur in the Company in real time, to avoid the expansion of disasters and loss of disaster risks, and to transmit and master the emergency response information in real time, the main work of emergency response is to do a good job of safety precautions and prevent them from happening in the first place. In 2025, according to the company's characteristics and actual conditions, various emergency drills such as safety and security have been carried out, including aircraft crash rescue drills, illegal interference notification drills, earthquake disaster prevention drills, toxic chemical rescue drills, evacuation drills, and fire-fighting drills throughout the year. A total of 302 people (excluding evacuees) have improved employees' resilience.

Health Promotion and Employee Care

The Company has set up a medical office with 4 part-time doctors and 2 full-time nurses to provide on-site medical services. Annual health examinations are carried out. Periodic examination items are superior to regulations. A total of 1,043 people have been examined. Analyze health examination results and evaluate employee health examination records, provide care based on risk attributes, provide necessary on-site services, arrange interviews with doctors and employees, and provide health guidance and care. It includes general health examinations and special job health examinations. The types are divided into new employees, employees who remain on the job without pay, personnel who transfer to departments, and current employees. We also investigated those at high risk of diseases caused by abnormal workloads, identified 79 high-risk cases and arranged interviews with doctors, and worked with the human resources department and unit supervisors to select workers and make appropriate job adjustments. Assist employees to solve possible difficulties in work, workplace adaptation, work pressure adjustment, etc., establish a warm and caring work environment, and create an organizational culture with good interaction to improve work efficiency, and has been recognized by the Ministry of Health and Welfare with the "Health Promotion" badge. In order to ensure the safety of epidemic prevention personnel performing epidemic prevention and control work, N95 masks, surgical masks, isolation gowns, gloves, shoe covers, face shields and other epidemic prevention materials are provided, and the required quantity of related epidemic prevention equipment is maintained.

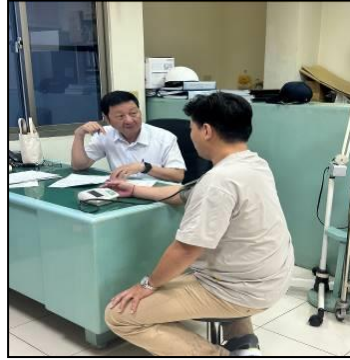
Employee Health Examination Statistics		Number of Employees in 2025
General Health Examination	Basic Screening 、 Physical Examination 、 Chest X-ray (CXR) Examination 、 Vision Test 、 Audiometry Test 、 Body Fat Analysis 、 Complete Blood Count (CBC) 、 White Blood Cell (WBC) Differential Count 、 Urinalysis (UA) 、 Blood Glucose Test 、 Liver Function Test (LFT) 、 Blood Lipid Test 、 Kidney Function Test (KFT) 、 Thyroid Function Test (TFT) 、 Cancer Markers Screening (AFP, CEA, CA19-9) 、 Electrocardiogram (ECG/EKG) 、 Abdominal Ultrasound	1,043
Special Health Examination	Ionizing Radiation Work 、 Lead Work 、 n-Hexane Work 、 Dust Work 、 Chromic Acid and Chromates Work 、 Cadmium and its Compounds Work 、 Nickel and its Compounds Work 、 Formaldehyde Work	113

For participating in public welfare activities, the Chairman not only called on colleagues in the Company to participate in this meaningful activity, but also personally rolled up his sleeves to donate blood. This year, a total of 607 bags of blood were raised.

In order to promote the physical and mental health of colleagues, we implement labor health protection plans such as maternal protection in the workplace, abnormal workload, illegal physical and mental abuse, and human-related hazards, and implement hazard identification, assessment, and control in accordance with relevant guidelines from the central competent authority. We actively promote health management and health promotion activities to reduce health risk factors. Utilizing the PDCA cycle, we incorporate physical examination data into FRS (Framingham Risk Score) analysis to evaluate execution effectiveness annually. Across the Company, over the three-year period from 2023 to 2025, the proportion of employees with a low risk of cardiovascular events within the next ten years increased by 7.2%, while medium risk decreased by 6.8% and high risk decreased by 0.4%. Furthermore, the prevalence of metabolic syndrome decreased from approximately 32.2% in 2023 to 26.7% in 2025, a positive reduction of 5.4%. This demonstrates Air Asia Company's commitment to a people-oriented approach, combining scientific health risk assessment with stratified management and health care, emphasizing employee well-being to build a sustainable and happy workplace.



Charity Blood Donation
Activities



Physical Fitness Testing
Activities



Health Promotion Badge