Samyang KCI
Safety and Health
Management Policy

SAMYANG
KCI

1. Purpose

Under its business philosophy "Respect for Human," Samyang KCI (hereinafter the "Company") embraces "Safety and Health" as its core business value and has developed the Samyang KCI Safety and Health Policy. This is to encourage all stakeholders including employees and partner companies to adhere to the Safety and Health Management Policy so that the Company can create heathy and safe work environment.

Safety and Health Management Guidelines

- All employees of Samyang KCI and its suppliers voluntarily participate in safety and health activities.

- All employees of Samyang KCI and its suppliers faithfully comply with laws and regulations related to safety and health.

- All employees of Samyang KCI and its suppliers shall do their best to prevent any accidents by actively identifying and improving hazards and risk factors at business sites.

- The CEO establishes a safety and health management system and continuously monitors, maintains, and develops it to ensure efficient operation.

---

2. Scope

All Samyang KCI employees across the Company's business sites and stakeholders including suppliers and business partners shall be covered by this Safety and Health Management Policy.

3. Owners

Samyang KCI appoints the responsible management personnel for health and safety affairs as CEO, and establishes Environment, Safety & Health Part, a dedicated organization for safety and health oversight to carry out business site safety and health-related measures including instruction, counsel and implementation monitoring, etc.

In addition, Samyang KCI establishes Occupational Safety and Health Committee and Safety and Health Council of which supervisors, safety officers, health officers and employees at each business site consist under the leadership of safety and health manager and Chief Safety and Health Officer, to identify safety and health related hazards·risks and implement relevant improvement activities not only for the sake of its employees but also its partner companies and their employees.

Every year, Samyang KCI develops and reports its annual safety and health plan to the Board of Directors (BoD) and obtain approval for the plan from the BoD. The Company faithfully delivers its safety and health plan, and analyzes and evaluates its safety and health management performance according to the plan and changes in the safety and health control for its business sites.

4. Safety and Health Management

1) Safety and Health Goal Setting and Review

To prevent safety and health hazards or risks for its employees, Samyang KCI sets and reports realistic and concrete safety and health goals considering the nature of each business site, and monitors and reviews each site's actual performance progress against goals at least once every six months.

2) Employee-Participating Hazards·Risks Identification and Improvement

To create a safe business site, Samyang KCI holds a procedure to identify and improve hazards·risks in which employees who understand potential safety and health risks the most. The result of the procedure is communicated with and uploaded to Occupational Safety and Health Committee to ensure its employees' compliance. Also, Samyang KCI regulates report(s) to its CEO regarding whether the identification and improvement is made in accordance to the procedure at least once every six months.

3) Employee Voice and Improvement

To prevent occupational accidents, Samyang KCI establishes Occupational Safety and Health Committee and Safety and Health Council in which the shop floor operators who hold the best knowledge on the work site participate, so that all employees can freely express their safety and health related opinions regarding occupational hazards·risks. When such opinion is found to be relevant to prevent occupational accidents, the Company develops corrective plan whose implementation is monitored by the CEO at least once every six months, followed by necessary measures.

4) Trainings and Drills

Samyang KCI provides safety and health drills to prepare for actual emergencies and systemic trainings to improve employees' safety awareness, which all lead to the prevention of potential risks.

5) Safety and Health Certificates

For site operation based on autonomous safety and health management system, Samyang KCI has obtained ISO 45001, an international standard for occupational health and safety management. Based on such standard and system, Samyang KCI sets safety and health strategy and goals and carry out continuous improvement activities to maintain a systemic safety and health management system.

5. Safety and Health Management Strategy

Reinforce prevention activities	Improve safety awareness	Strengthen accountable management
Working environment measurement	Zero Incidents campaign	Guideline for the obligation of Chief Safety·Health Officer
Risk Assessment	Safety Check Day	Safety, zero accident KPI
Site Safety and Health Evaluation	Safety pledge	Safety and Health Plan
Self PSM audit	Occupational accident prevention campaign	Safety training system for visitors
Safety and health management system certificate	Emergency response drills	
Safety and health diagnosis consulting	Risk assessment presentation competition	
Process safety report	Occupational safety and health rally	
Permit to Work	Safety recognition award	

6. Addendum

(1) This Safety and Health Management Policy was established and took into effect as of May 11, 2023.

(2) This Safety and Health Management Policy was revised and took into effect as of April 1, 2025.

[Appendix. Summary of Document]

Category	Description
Initial Draft Date	May, 2023
Latest Revision Date	April, 2025
Owner	Environmental Health & Safety Part, Samyang KCI
Approver	ESG Committee, Samyang KCI Board of Directors
Draft/Revision Description	Change of Company Name
Contact	E-mail: jaeyeol.lee@samyang.com Contact: +82-2-41-660-7966