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## HEALTH & SAFETY POLICY

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### Policy Purpose

For all SONGWON Industrial Group executives and employees, health and safety are a top priority and they are committed to continuous improvement to ensure a healthy and safe workplace for all.

SONGWON Industrial Group has established a Health & Safety management system to meet the requirements of all stakeholders in the value chain and to minimize the risk of accidents and property damage.

### Scope of Application

The Health & Safety Policy applies to all SONGWON Industrial Group executives and employees as well as all stakeholders in the value chain including customers, partners, distribution and logistics companies that maintain business relationships with SONGWON. All SONGWON executives and employees shall perform their business duties in accordance with this policy, except in cases where specific laws or regulations in each country apply.

### Scope of Responsibilities

The CSEO (Chief Safety Environmental Officer) at SONGWON Industrial Group reviews key strategies, issues response directions on environment, health and safety matters and manages and supervises their implementation and performance.

SONGWON Industrial Group's Health & Safety experts are committed to promoting health & safety policies across the value chain and ensuring SONGWON's full compliance with all applicable requirements, laws and regulations.

In addition, the organization is dedicated to the Korean Serious Accidents Punishment Act (SAPA) oversees and manages safety and health-related work, promotes tasks and carries out strategic tasks.

## Health & Safety Policy Implementation

SONGWON Industrial Group is committed to complying with the following Health & Safety Policy.

- SONGWON Industrial Group is dedicated to taking action to achieve zero safety accidents by:
  - a) establishing an emergency response team to ensure that SONGWON is prepared for potential accidents caused by fires, explosions, or leaks.
  - b) ensuring that response procedures are in place for predictable accidents and that information is provided to the local community to minimize accident damage.
  - c) holding regular industrial safety and health committee meetings to discuss safety improvement measures and eliminate risks by analyzing near-miss accidents.
  - d) increasing awareness of safety rules and procedures and strengthening the safety management responsibilities of all SONGWON executives and employees to enhance the commitment to achieving a zero-accident workplace.
  - e) building a safe workplace by continuously improving SONGWON's safety culture by benchmarking the safety management systems of global companies and applying best practices.
  - f) Establishing a partner council to promote advanced safety culture with partner companies. The council also organizes activities including safety meetings held once a month and joint inspections conducted once every quarter.
- SONGWON Industrial Group complies with health and safety laws and regulations by:
  - a) having a dedicated team that ensures SONGWON complies with domestic and international laws and strengthens the management of health and safety.
  - b) conducting frequent employee health checkups and work environment assessments.
- SONGWON Industrial Group ensures a healthy work environment by minimizing the risk of disaster and disease by:
  - a) defining clear roles and responsibilities along with communication and participation opportunities to enable employees at all levels to participate effectively.
  - b) ensuring that leaders at each site lead by example, encourage safe work practices and have the necessary tools and resources to work safely.
- SONGWON Industrial Group has established a safety culture:
  - a) by providing employee health and safety trainings and distributing material safety data sheets.
  - b) by promoting safety culture awareness through safety campaigns and activities.

- SONGWON Industrial Group identifies potential hazards and risks and makes improvements:
  - a) by conducting risk assessments on work processes and activities to evaluate and implement improvements and regularly identifying harmful risk factors.

## Our Target & Goals

### Health & Safety Management

Criteria	Standards	2024 Base year	2030 Target	2040 Target	2050 Target
TCAR <sup>10</sup>	200,000	0.36	0.35	0.35	0.34
	Working hours				
	1,000,000	1.80	1.76	1.73	1.69
TCIR, TRIR <sup>11</sup>	200,000	3.35	3.28	3.21	3.15
	Working hours				
	1,000,000	16.73	16.39	16.06	15.74
LDR, LTIR <sup>12</sup>	200,000	1.07	1.04	1.02	1.00
	Working hours				
	1,000,000	5.33	5.22	5.11	5.01
Fatalities <sup>13</sup>	200,000	0.00	0.00	0.00	0.00
	Working hours				

10) Rate of recordable accidents (TCAR)

Unit: NO./hr

\*Number of recordable accidents x (200,000 or 1,000,000) / total working hours

\*includes all workers in SONGWON's 7 manufacturing sites: Ulsan, Maeam, Suwon, Panoli, Greiz, Houston, Ab.D plant

11) Rate of Injuries (TCIR, TRIR)

\*Number of injuries(incidents) x (200,000 or 1,000,000) / total working hours

\*includes all workers in SONGWON's 7 manufacturing sites: Ulsan, Maeam, Suwon, Panoli, Greiz, Houston, Ab.D plant

\*TRIR means equal to TCIR.

12) Lost Day Rate (LDR, LTIR)

\*Number of lost days x (200,000 or 1,000,000) / total working hours

\*includes all workers in SONGWON's 7 manufacturing sites: Ulsan, Maeam, Suwon, Panoli, Greiz, Houston, Ab.D plant

\*LTIR means equal to LDR.

13) Rate of Fatalities

\*Number of fatalities x 200,000/total working hours

\*includes all workers in SONGWON's 7 manufacturing sites: Ulsan, Maeam, Suwon, Panoli, Greiz, Houston, Ab.D plant

As a global company committed to fulfilling its social responsibilities and pursuing sustainable growth through ESG management, SONGWON Industrial Group is dedicated to complying with the applicable Health & Safety Policy.

*Byungsoo Boo*

Byungsoo Boo

CSEO

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