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Safety and Health Policy

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1. Responsibility for Safety and Health

1) Purpose of establishing Safety and Health Policy

DAESANG fulfills our responsibility by contributing to the development of society and the nation and pursuing sustainability through the coexistence of nature and people in order to advance to our vision of 'a company that creates a happy future with a healthy food culture.' In addition, we consider the improvement of safety and health of employees and executives important. Therefore, we recognize the possibility of safety and health issues occurring in all processes related to business from the procurement of raw materials to final consumption and disposal, and we make efforts to resolve such issues. We believe that these various activities can grow our business and further contribute to the development of the world and the nation.

2) Application scope of Safety and Health Policy

The responsibility for safety and health applies to all employees and executives of DAESANG. In addition, this policy applies to all operations of our business, employees, and contracting parties with regard to safety and health. In the event that a negative impact directly related to DAESANG's business, products or services occurs from a partner or other party, DAESANG will also request that the partner take safety and health measures and will respond appropriately even if such party does not take safety and health measures. In the case of a partner outside the scope of the party's control, we will encourage them to actively participate in complying with our policy as much as possible and strive to comply with the following principles.

2. Achieving Safety and Health Goals

DAESANG has established a system to review and actively respond to strengthened industry-related regulations, and conducts regulation monitoring and impact analysis through a dedicated safety and health organization, and responds jointly with the person in charge of each business site.

1) Customer safety and health management

- Policy

According to Occupational Safety and Health Act, DAESANG provides customers who purchase our products with the MSDS (Material Safety Data Sheet) of the product to

prepare for accidents related to safety issues when handling the product. In the case of products that contain hazardous substances handled by the company, warning signs or legal labels are attached to the product containers or packaging so that customers can check the relevant information and avoid exposure to danger.

2) Employees' and executives' safety and health

- Policy

Establish a safety and health management system centered on the safety and health of workers, and comply with related laws and regulations. Actively strive to discover, improve and preemptively eliminate potential hazardous and risk factors and to improve the health and working environment of workers. Also, strive to promote safety and health by providing human and material resources for systematic education and training of workers, and organize a mature safety culture through the voluntary participation of all workers in safety and health activities.

- Goals

- ① Occurrence rate of work-related work loss (intensity rate)
 - Mid- to long-term reduction goal by 2025: 50%
- ② Application rate of ISO 45001 certification to production plants
 - Mid- to long-term expansion goal by 2025: 100%

3. DAESANG Safety and Health Principles

Creating a safe workplace environment is an essential requirement for the existence and activities of a company, and DAESANG conducts business activities that take into account the impact on the natural environment and a safe workplace environment.

This Safety and Health Policy expresses DAESANG's responsibility for industry, safety and health based on our corporate philosophy, and supplements the compliance management system, Code of Ethics and Practical Guideline for Ethical Management

1) Creating a good working environment

- Comply with the Labor Standards Act, the Occupational Safety and Health Act, and other labor-related laws. In addition, strive to prevent work-related accidents and maintain the health and well-being of employees by creating a workplace environment that takes safety and health into consideration and a relaxed employment environment.

- To prevent industrial accidents, establish a safety and health management system while declaring a safety and health policy and comply with safety and health laws and related regulations.
 - Establish internal management standards that are stricter than laws or regulations to properly manage hazardous substances and take measures to prevent leakage. Also, strive to properly manage substances included in products.
 - Actively strive to discover, improve, and preemptively eliminate potential hazardous risk factors and to improve the health of workers and the working environment.
 - Provide human and material resources for systematic education and training of workers, thereby organizing a mature organizational culture through the voluntary participation of all workers in safety and health activities to promote safety and health and to comply with the law.
 - Establish and appropriately operate an effective safety and health management system, including a multi- verification and monitoring system.
 - Maintain a communication system with various stakeholders, including partners and related organizations, and ensure transparency in safety and health activities through free communication.
- 2) Safety and health management system establishment
- Expand the safety and health management system in stages, set and operate goals, and conduct regular reviews to continuously improve them.

4. Fulfilling Safety and Health Responsibilities

DAESANG will do our best to fulfill the responsibility for safety and health by implementing related laws including the Occupational Safety and Health Act¹ and the Serious Accidents

¹ The Occupational Safety and Health Act, along with the Labor Standards Act, is a basic safety and health law enacted on December 31, 1981 with the aim of promoting comprehensive and planned measures for the prevention of industrial accidents, such as the establishment of standards for the prevention of harmful and dangerous substances, the clarification of the responsibility system, and autonomous measures, etc. thereby securing the safety and health of workers in the workplace and promoting the formation of a pleasant working environment. This law consists of 12 chapters, and includes general provisions defining the purpose, safety and health management system, safety and health management regulations, preventive measures for hazards and dangers, health management of workers, supervision and orders, industrial accident prevention fund, supplementary provisions, penalties, etc. In addition, this law is accompanied with its enforcement

Punishment Act, UN SDGs (Sustainable Development Goals)², ISO 45001 (Occupational Health and Safety Management System)³, etc.

1) Governance

① Responsibilities and roles of the board of directors/management

DAESANG is strengthening the company's safety and health management by establishing and operating a safety and health management system centered on the CEO, CSO, and safety and health organization. In addition, we establish the previous year's safety and health activity performance and the next year's activity plan in accordance with relevant laws and regulations every year, and report it to the board of directors, receive approval, and faithfully implement it.

② Responsibilities and roles of the dedicated organization

The safety and health dedicated organization comprehensively manages the duties to ensure safety and health of workers through various activities such as improvement of hazardous and dangerous factors, establishment and implementation of safety and health management system, conducting safety and health training, and management of contracting, service, and consignment projects in accordance with the Serious Accidents Punishment Act.

2) Occupational safety and health impact assessment

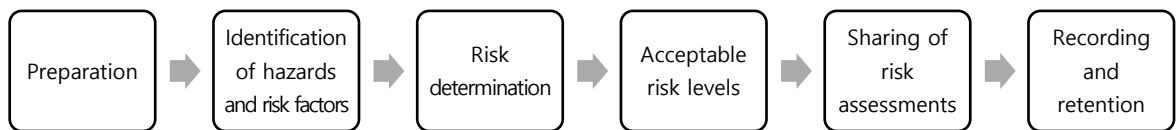
DAESANG will establish an occupational safety and health impact assessment process to continuously discover, improve, preemptively remove potential hazard and risk factors,

decree, enforcement rule, and Regulations on Industrial Safety Standards and Regulations on Industrial Health Standards.

² The UN SDGs (Sustainable Development Goals) are the '2030 Agenda for Sustainable Development' unanimously adopted by the UN in 2015, and each country declared that it would take action to achieve the 'Sustainable Development Goals (SDGs).' The SDGs consist of 17 goals and 169 targets that must be addressed to build an inclusive and sustainable society, and each country is required to take action to achieve them by 2030.

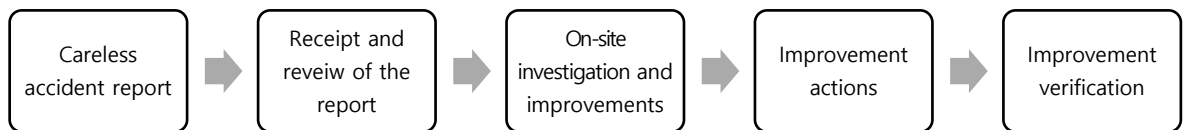
³ ISO 45001 is an international standard that specifies requirements for an occupational health and safety management system, which reduces workplace risks, improves employee safety, and creates more stable working conditions in workplaces around the world.

and will conduct an assessment and review of safety and health impacts when conducting corporate mergers and acquisitions or due diligence. The occupational safety and health impact assessment process includes identifying, analyzing, and taking measures to prevent or reduce risks. Risk reduction measures must be established and implemented for risks with unacceptable risk level. At this time, priorities are set, and measures are implemented accordingly. The effectiveness of these measures will be continuously verified in order to effectively deal with occupational safety and health risks. Performance goals are set at least once a year and measured and reviewed, and measures are taken if the goals are not achieved, or any insufficiencies are found.



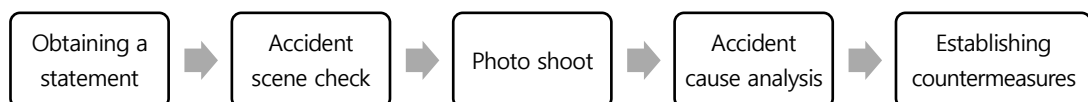
3) Grievance handling process

If it is discovered that DAESANG has caused or is involved in a negative impact on safety and health, we will faithfully take steps to remedy the situation through appropriate internal and external procedures.



4) Procedures for action in case of work-related accidents

In the event of a work-related accident within DAESANG, the circumstances of the accident are promptly identified according to the established action procedures. Accidents are thoroughly investigated based on the '5Ws and 1H' and care is taken to ensure that no information is omitted during this process. After obtaining the statement of the first witness and understanding the accident situation, the accident scene is confirmed, and the cause of the accident is investigated. The accident scene and reenactment situation are recorded in photographs and the cause of the accident is analyzed based on these. Afterwards, response measures are reviewed based on the analyzed cause and the most appropriate countermeasures are established and applied.



5) Education and training

DAESANG will implement systematic education, communication activities and capacity development to ensure that this policy is included in all of the company's activities and that employees and executives understand, recognize their responsibilities, and effectively implement this policy.

6) Stakeholder communication

Disclose this policy to internal stakeholders such as employees and executives and conduct training to raise their awareness. In addition, operate an industrial safety and health committee composed of an equal number of worker and employer representatives in order to deliberate and decide on major issues related to safety and health together with workers or worker representatives, and faithfully comply with the contents of the deliberation and decision. We will conduct dialogue and consultation with relevant external stakeholders regarding measures for potential and actual impacts on safety and health and respond to safety and health issues in cooperation with relevant organizations such as the government, private sector, associations, and civic groups.

[Appendix]

Document Summary

Document No.	Policy-06-00-Safety and Health Policy_202409_01		
Date of enactment	June 2022		
Revision history	Version	Revision date	Major revisions
	2	Oct. 2022	Addition of safety and health goals
	3	Sept. 2024	Addition of provisions on safety and health governance Revision of provisions on safety and health impact assessment and grievance handling process Addition of provisions on procedures for action in case of work-related accidents Addition of provisions on stakeholder communication Separation of environmental-related content through enactment of Environmental Policy
Department in charge	SHE Office		