

Occupational Safety and Health Management Policy



1. Purpose

Based on its corporate philosophy of "Respect for Humanity," Samyang Biopharm has established this Occupational Safety and Health Management Policy to make "Safety and Health" a fundamental value of all business activities. The purpose of this policy is to ensure that all stakeholders, including employees and business partners, adhere to safety and health management principles to create a safe and healthy working environment.

Occupational Safety and Health Management Principles

- All employees of Samyang Biopharm and its business partners shall voluntarily and actively participate in safety and health initiatives.
- All employees of Samyang Biopharm and its business partners shall fully comply with all applicable laws and regulations related to occupational safety and health.
- All employees of Samyang Biopharm and its business partners shall proactively identify and eliminate hazards and risk factors in the workplace to prevent industrial accidents and ensure safety.
- Management executives shall establish, maintain, and continuously improve the 'Occupational Safety and Health Management System' to ensure its effective implementation and operation.

2. Scope of Application

This Occupational Safety and Health Management Policy applies to all employees across Samyang Biopharm's workplaces, as well as to all workers and stakeholders engaged in activities related to the company.

3. Steering Committee

Samyang Biopharm appoints the Chief Executive Officer (CEO) as the management representative responsible for overall safety and health matters. The company designates the Safety and Health Division within the ESG Team as the dedicated organization responsible for providing guidance, consultation, and oversight, as well as monitoring implementation and promoting company-wide safety and health initiatives.

Each workplace operates safety and health committees and consultative bodies under the supervision of site safety and health managers and general managers, comprising supervisors, safety officers, health officers, and employees. These bodies identify and assess safety and health risks affecting not only Samyang employees but also partner company personnel and implement corresponding improvement activities.

The company formulates an occupational safety and health plan each year, submits it to the CEO for approval, and implements it in good faith. The company then analyzes and evaluates the plan's performance and monitors changes in workplace safety and health management.

4. Occupational Safety and Health Management Policy

1) Setting and evaluating safety and health objectives

Samyang Biopharm establishes clear and practical safety and health objectives tailored to the characteristics of each workplace, with the aim of preventing risks and hazards to workers' safety and health. The company reviews and evaluates the progress and performance of these objectives at least twice a year.

2) Identification and Improvement of hazards and risks with employee participation.

To create a safe workplace, Samyang Biopharm ensures that employees—who have the most direct understanding of potential safety and health risks—actively participate in identifying and improving such hazards. The results are shared and communicated through the Industrial Safety and Health Committee to ensure compliance with all employees. The management representative receives semi-annual reports on the implementation status and progress of these improvement activities.

3) Hearing and responding to employee opinions

Recognizing that employee participation is vital to preventing workplace accidents, Samyang Biopharm provides opportunities for employees to freely express their opinions on safety and health matters, including potential risks, through the Industrial Safety and Health Committee and Safety and Health Consultative Bodies. When such opinions are considered necessary for accident prevention, the company develops and implements corresponding improvement plans. The management representative reviews progress at least twice a year and take appropriate action as needed.

4) Safety and health Education and Training

Samyang Biopharm enhances employee safety awareness through systematic safety and

health education tailored to job-specific characteristics, as well as through practical drills that simulate real-life situations. These efforts help prevent potential risks that may occur during the performance of work.

5) Acquisition of safety and health certification

Samyang Biopharm continuously improves its safety and health management system to meet international standards and acquires relevant certifications such as ISO 45001. These efforts aim to strengthen the company's safety and health performance and foster a culture of continuous improvement across all business sites.

5. Occupational Safety and Health Management Promotion Strategies

Strengthening Preventive Activities	Enhancing Safety Awareness	Strengthening Safety Accountability
Conducting workplace environment measurements	Holding "Safety Inspection Day" events	Establishing guidelines for safety and health officers
Performing risk assessments	Holding safety compliance declaration events	Setting and managing "Zero Accident" KPIs
Conducting workplace safety and health inspections	Running industrial accident prevention campaigns	Establishing safety and health plans
Maintaining safety and health management system certification	Conducting emergency response drills	Establishing a visitor safety education system
Providing safety and health diagnostic consulting	Hosting risk assessment presentations	
TBM (Tool Box Meeting) activities	Holding safety and health resolution ceremonies	
Approving work permits		

6. Addendum

- 1) This Occupational Safety and Health Management Policy was established and has been in effect since May 20, 2026.