

## Occupational Health and Safety Policy

NEXEN TIRE recognizes the importance of occupational health and safety (OH&S) and strives to prevent accidents and maintain the well-being of all employees and those working together. To achieve this, we have established and implemented policies based on domestic and international standards, such as occupational health and safety-related laws, the international standard for occupational health and safety management systems (ISO 45001), and the domestic standard (KOSHA-MS). We are committed to setting goals and plans for occupational health and safety management through voluntary participation and collaboration among employees, aiming for continuous improvement in occupational health and safety management activities.

All business sites and employees engaged in our operations are responsible for understanding and complying with this occupational health and safety management policy.

We kindly request that our major stakeholders, including customers, partners, and affiliates support and comply with our occupational health and safety management policy. However, it is essential for all stakeholders to prioritize compliance with national occupational health and safety regulations and standards before adhering to this policy. This occupational health and safety management policy is based on our health and safety management principles and takes into account both internal and external stakeholders' requirements.

### Policy Principles

Based on the slogan **"At the core, there will always be *people*,"** we shall strive to achieve the **'Zero-accident'** goal and to create a "Healthy Workers, Safe Workplace" environment. To accomplish this, we shall adhere to the following principles:

1. **Prioritize the protection of employees' health and create a safe working environment as the utmost values and objectives of our management activities.**
2. **Work to establish and implement an occupational health and safety management system based on ISO 45001/KOSHA-MS standards.**
3. **Thoroughly comply with safety and health-related laws and regulations, including the Occupational Safety and Health Act (OSHA) and the Severe Accident Punishment Act (SAPA).**
4. **Encourage all employees to participate voluntarily in activities to identify and improve hazardous and risky factors in the workplace.**
5. **Ensure comprehensive safety and health education for employees and operate an evaluation system for safety and health management to promote the establishment of a safety and health culture.**
6. **Collaborate and support safety and health activities for accident prevention among subcontractors and all stakeholders.**

## Detailed Policies

### 1. Intensive Major Accident Prevention and Management

- 1) We shall establish safety and health management system as well as a framework for safety and occupational health management.
- 2) We shall regularly conduct workplace safety assessments semiannually and evaluate the implementation level of safety and occupational health management.
- 3) We shall implement safety and occupational health training and appropriate work processes to enhance the competencies of our supervisory personnel.

### 2. Establishing a Safety Culture

- 1) We shall operate a Safety Management Committee to encourage management participation in safety and health activities and to implement safety and health management practices in place.
- 2) We shall conduct emergency response education and training based on scenario-based approaches to be prepared for emergency situations.
- 3) We shall develop NEXEN TIRE core training content for hazardous and risk management and carry out safety and health education accordingly.
- 4) We shall implement motivational programs for safety and health management, including rewards for accident-free periods, safety proposal initiatives, and awards for safety competitions.

### 3. Advancement of a Safety and Occupational Health Management System

- 1) We shall establish and operate an integrated safety and health management system.
- 2) We shall develop and operate an integrated monitoring system for the prevention and management of major industrial accidents.
- 3) We shall implement Fool Proof systems and Smart ILS (Integrated Logistics System) within our manufacturing processes.

### 4. Safety and Occupational Health Activities

- 1) Hazard Assessment: All employees shall actively participate in identifying and assessing all harmful and risky factors in each work process. We shall implement and manage improvement plans and measures to reduce risks proactively.
- 2) Installation and Placement of Safety Signs: Safety signs shall be installed and placed in areas, facilities, and substances where hazards and risks are present, and they shall be managed accordingly.
- 3) Workplace Safety Measures: We shall establish and adhere to safety standards for the workplace, including lighting, passageways, stairs, powered doors, and safety railings. We shall also perform regular maintenance, inspections, and management.
- 4) Machinery, Equipment, and Facility Safety Measures: We shall set management standards and install protective devices based on the functionality and characteristics of machinery, equipment, and facilities. We shall continuously maintain, inspect, and manage them.
- 5) Health Promotion Activities: We shall conduct regular health check-ups and job stress assessments, enabling appropriate follow-up management and health promotion programs.
- 6) Provision and Wearing of Protective Equipment: Appropriate protective equipment shall be required for the work environment is provided, and spare items shall be arranged and managed. Employees shall be required to wear the provided protective equipment during work.
- 7) Creating a Pleasant Workplace Environment: Regular work environment measurements shall be conducted, and

necessary actions are taken to offer safe and healthy working conditions.

- 8) **Emergency Response:** Regular training shall be conducted based on scenarios for hazardous chemical leaks, fires, floods, and other emergency situations. The functionality of emergency response equipment shall be periodically checked.
- 9) **Management of Hazardous Chemicals:** A list of hazardous chemicals handled shall be compiled, and Material Safety Data Sheets (MSDS) shall be organized and used to provide regular education to employees about the hazards and risks associated with these substances.
- 10) **Prevention of Accidents among Contractors:** Safety and health measures shall be implemented for subcontracted work, and the safety and health level of contractors shall be evaluated. Necessary support shall be provided to prevent industrial accidents among contractors.
- 11) **Management of Industrial Accidents:** In the case of an industrial accident, we shall conduct an investigation to identify the causes and perform risk assessments to develop measures for preventing future occurrences.
- 12) **Pre-Work Safety Meetings and Safety Improvement Proposals:** Pre-work safety and health meetings shall be held to ensure compliance with standard safety operation procedures and we shall conduct risk prediction education and training. Employees' voluntary safety improvement proposals shall be encouraged to prevent accidents.

## Implementation System

### 1 Governance

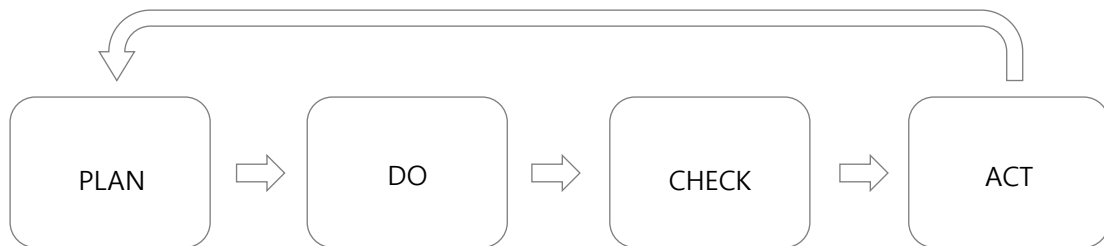
- We shall set up a management structure for safety and health management, designating responsible executives for each business unit. The SHE (Safety, Health, and Environment) Planning Team, reporting directly to the CEO, shall oversee safety and health initiatives company-wide and report important matters to management and the board of directors.
- At each business site, an Occupational Safety and Health Committee shall be established and operated to gather workers' safety and health opinions and shall deliberate and decide on major safety and health matters specific to the site.
- A Safety Management Committee shall also be established and operated to deliberate and decide on safety and health management policies, objectives, plans, and major safety and health matters throughout the organization and ensure swift decision-making on necessary actions.

### 2 Education

- To enhance safety awareness and prevent industrial accidents among employees and contractors, we shall provide information on hazardous risks at workplaces and conduct safety and health education tailored to harmful factors management specific to each process.
- To minimize damage in emergencies such as major accidents or fires, we shall establish and operate a self-defense firefighting team and regularly conducts emergency response training based on specific scenarios and procedures.

### 3 Monitoring and Performance Management

- We shall manage the performance of safety and health management transparently and reliably through the P-D-C-A (Plan-Do-Check-Act) model of the Safety and Health Management System (ISO 45001 and KOSHA-MS).
  - 1) Plan: We shall establish goals and plans for safety and health activities by reviewing applicable laws and regulations to ensure activities exceed legal requirements and adhere to policy objectives and principles.
  - 2) Do: We shall execute and practice safety and health management goals and plans, clarifying responsibilities and roles, and maximizing participation and collaboration of all employees for effective implementation.
  - 3) Check: We shall evaluate the progress of safety and health management objectives and plans on a regular basis, considering improvements and efficiency. We shall communicate with relevant departments and stakeholders to adjust safety and health goals based on the evaluation results.
  - 4) Act: We shall evaluate the achievement level of safety and health management goals, report to management executives through the Safety Management Committee, and present improvement measures for review and approval by the board of directors.



<b>Title</b>	NEXEN TIRE Occupational Health Safety Management Policy	<b>Version</b>	1.0
<b>Establishment Date</b>	26.06.2023	<b>Revision Date</b>	-
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