

# Health and Safety Management Policy

SOOP CO., LTD. (hereinafter referred to as 'the Company') regards Occupational Health and Safety as the top priority in management decision-making and emphasizes the physical and mental well-being of employees, contract workers, partners (BJs), and all individuals directly affected by the Company's operations. To this end, we have established the following Health and Safety Management Policy to instill a safety culture throughout our business operations and ensure that everyone can work in a safe and comfortable environment. This Policy applies to all employees, contract workers, BJs, and all labor providers (hereinafter referred to as 'workers') under the Company's supervision.

## Health and Safety Policy

- The Company complies with Health and Safety regulations and laws, actively incorporates stakeholders' feedback, and improves safety and health standards through voluntary participation and cooperation of employees.
- The Company maintains facilities and work environments in optimal condition to enhance working conditions and to reduce industrial accidents for employees, affiliated companies, and partner companies, creating a safe and healthy workplace.
- The Company implements Health and Safety Management practices to eliminate hazards and dangerous factors and to reduce risks in the workplace. It also strives to prevent and minimize various safety-related incidents.
- The Company sets goals in Occupational Health and Safety, and leads the establishment of a mature safety culture through continuous prevention and improvement activities.

## 2024 Safety and Health Objectives

- Rigorous implementation of safety and health management regulations and plans
  - Establish safety and health plans at the beginning of each year to set management standards and to ensure thorough implementation
  - Promptly revise the Company's safety and health management policy according to the amendments of the Occupational Safety and Health Act.

- Continuous operation of a dedicated safety and health management organization  
→ Proactively manage risks and hazards related to employee safety and health through the ongoing operation of a dedicated in-house organization
- Emergency preparedness and response, including infectious disease prevention  
→ Swift alignment with government policies to protect employees from disasters; continuous promotion and awareness-raising activities for protection and personal hygiene and provision of necessary supplies

The establishment and revision of this Health and Safety Policy are carried out through the deliberation and approval process of the Board of Directors. The Company's General Affairs Team reviews safety and health issues and manages safety and health-related performance indicators.