

## **KGI Financial Holding Co., Ltd.**

### **Occupational Safety and Health Policy**

Responsible Dept.: Operations and Sustainability Dept.

First Promulgated on: 2024.12.23

Last Publicized on: 2026.03.24

Article 1 The Company is committed to maintaining workplace health and safety, and in accordance with the United Nations Sustainable Development Goals (SDGs), domestic occupational safety and health-related laws and regulations, occupational health and safety management systems (OHSMS) and the Company's Sustainable Development Guideline. This policy is established to provide a safe and high-quality working environment for all employees of the Company (including full-time employees, dispatched employees) and other relevant workers dispatched by external contractors and stationed at our company, ensuring the implementation of occupational safety and health management.

Article 2 The Company commits to and will execute to the following:

1. Comply with safety and health regulations and fulfill corporate social responsibility: The decision-making and execution of management strategies and plans shall comply with all relevant occupational safety and health laws and regulations. A friendly and safe work environment shall be provided in accordance with international standards for occupational safety and health management.
2. Enhance occupational safety risk management to prevent work-related accidents, injuries, and illnesses: Potential work hazards shall be identified, and risk assessments shall be performed. For high-risk projects, prioritization and action plans shall be established to properly implement occupational safety and health risk management and to reduce potential work hazards.
3. Encourage all employees to actively participate in and enhance personal safety and health awareness: The opinions of employees and related workers shall be taken into account in order to continuously improve workplace safety management. Necessary education and training shall also be provided to create an effective safety culture and instill the concept that occupational safety and health is everyone's responsibility.
4. Establish quantitative targets for occupational health and safety and continuously strengthen management performance: In order to ensure that the occupational health and safety management system can be effectively implemented and function, quantifiable goals and performance indicators should be established to track and monitor management effectiveness regularly.
5. Continuously improve safety and health management to achieve sustainable development goals: Continuously enhance occupational safety and health management operations to ensure safety and health of employees and workers while striving to achieve sustainable operational goals.

Article 3 The Company shall disclose this Policy on the Company's website.

Article 4 This policy shall come into effect from the date of publication upon approval by the Board of Directors; the same applies when any amendments.