

Safety and Health Management Policy

SK ecoplant co.,ltd.

1.0 Scope

The Safety and Health Management Policy establishes the role and responsibility of all parties involved in the prevention of accidents and the promotion of a safe and health work environment throughout the company's operations. This policy applies to the headquarters and all domestic and foreign business sites. Furthermore, this policy is applicable to all personnel within the organization, encompassing members, contractors, service providers, consignment workers, and special types of workers. We strongly urge all business associates engaged in any form of business relationship with us to adhere to the principles outlined in this policy.

2.0 Safety and Health Management System

2.1 Safety and Health Management Guidelines

SK ecoplant prioritizes the safety of all its members above all else and is committed to the development of a safety and health management system at a global level. We have instituted a Safety and Health Management Policy that articulates our management philosophy and provides decision-making guidelines on matters of safety and health. We are revising detailed guidelines when necessary to accord with the changes in the latest regulatory environment.

Safety and Health Management Policy

With an aim to ensure the happiness of its people and stakeholders, SK ecoplant is committed to become a role model within the industry by seamlessly advancing its Safety and Health Management System up to the standard of a top-tier global company.

1. Establish the Safety and Health Management System for the Industrial Accidents Prevention and continuously supplement it by monitoring performance.
2. Identify and eliminate the root causes of accidents to prevent similar or identical accidents.
3. Promptly implement government measures improving safety and health and take

corrective actions when instructed.

4. Conduct regular assessments of company's implementation of the Occupational Safety and Health Act and its statues and take proper actions to enhance the company's compliance with the relevant laws.

2.2 Safety and Health Governance

SK ecoplant's Chief Safety and Health Officer (CSO) oversees the overall safety and health duties and makes independent decisions in the areas requiring safety and health expertise such as establishment of a safety and health management system operation of organization and staff, budgeting and execution, etc. The safety and health organization reports on safety and health operational performance, as well as future plans, to the Board of Directors on an annual basis.

2.3 Safety and Health Goal Management

SK ecoplant aims to achieve "zero serious accidents" by ensuring all business sites comply with safety and health guidelines and preventing accidents. In addition, to enhance the management of safety and health responsibilities, key accident prevention items are incorporated into the Key Performance Indicators (KPIs) of the management, including CSO. The safety and health organization conducts regular checks on safety and health operational performance and is dedicated to improving safety and health indicators.

2.4 Safety and Health Management System

Beyond the establishment of safety and health policies, SK ecoplant builds an effective safety and health management system and continuously improves it by occupational safety and health management system (ISO 45001:2018) and KOSHA-MS certifications for all business sites within the company.

In addition, all business sites are required to establish safety and health action plans, identify hazardous risk factors, engage in safety and health promotion activities, evaluate the performance of safety and health activities, and prepare improvement measures based on analysis. This process operates in a cyclical manner, following the Plan-Do-Check-Action (PDCA) model.

3.0 Business Site Safety and Health Management

3.1 Key Safety Rules (Safety Golden Rules & Six Major Nonconformities)

SK ecoplant conducts thorough analyses of accidents that occur within its organization and other companies in the same industry. These analyses are based on quantitative data, with the aim of eradicating repeated major disasters and preventing similar accidents. The findings are standardized into key management items and safety golden rules. The safety golden rules are then widely disseminated at the entire business sites to ensure flawless execution.

3.2 Hazardous Risk Management (Risk Assessment)

SK ecoplant conducts risk assessments for safety and health risk management across all business sites. These assessments allow us to identify hazardous risk factors present in the workplace, evaluate the probability and degree of impact on injury or illness for these factors, formulate improvement plans, and minimize health and safety risks by eliminating these risk factors.

Furthermore, we utilize our mobile application called "Ansim" to verify the implementation of safety measures and conduct real-time monitoring against hazardous risk factors, thereby contributing to the creation of a safe working environment.

3.3 Safety Support/Inspection

SK ecoplant provides extensive support at various stages, including the planning and implementation stages, tailored to the specific characteristics of each workplace, with the aim of establishing an autonomous safety management system. We conduct verification checks to enhance the level of autonomous safety management and place a strong emphasis on inspections to ensure compliance with laws and regulations.

Safety inspections spearheaded by SK ecoplant headquarters include semi-annual legal compliance inspections, quarterly inspections to check the hazardous risk prevention plans, frequent evaluations to confirm the execution of safety activities in workplaces where autonomous safety management may be lacking, and a safety diagnosis to prevent its recurrence in the event of an accident. These measures collectively serve to

bolster our safety and health risk management efforts and ensure the impeccable execution of our key safety rules.

3.4 Accident and Recurrence Prevention Management

SK ecoplant conducts investigations into the root causes of accidents that occur within its workplaces, establishes fundamental preventive measures. It also checks whether the preventive measures are being implemented and disseminated throughout the entire workplace to prevent similar accidents from recurring.

3.5 Smart Safety DT

SK ecoplant fundamentally prevents accidents by sequentially introducing safety sensors designed to detect and respond to risks that are beyond human control, with a particular focus on high-risk construction types where serious accidents frequently occur. This helps to prevent accidents at their source.

3.6 Inspection on Safety and Health Law Compliance

SK ecoplant conducts regular inspections for compliance with safety and health laws (semi-annually). We thoroughly analyze any identified violations of these laws, prepare and distribute implementation inspection checklists and guides, and ensure that field members adhere to all applicable laws.

3.7 Safety and Health Training

SK ecoplant enhances the level of safety awareness among its members, business partner managers, and workers through regular safety and health education, which underscores the necessity and importance of safety and health, ensuring that these considerations are given top priority during work and work processes.

In addition, training is mandatory for members who are assigned to a business field. This training is designed to increase their understanding of the site and equip them with the knowledge necessary to prevent safety and health accidents.

3.8 Safety Management of Business Partners

SK ecoplant prioritizes the selection of business partners who demonstrate robust safety

and health capabilities during the contracting, service, and consignment processes. We stipulate safety and health compliance obligations in our on-site contracts to prevent disasters through the safety management activities of our business partners. During the construction execution stage, SK ecoplant encourages its business partners to promote responsible management by conducting comprehensive evaluations of safety management levels through quarterly safety performance assessments.

Furthermore, we distribute work-related information, such as safety and health operation guides, to our business partner, aiming to assist them in enhancing their own safety and health management capabilities.

3.9 Health Management at Workplaces

SK ecoplant undertakes regular measurements of the work environment at all business sites. This process involves the measurement and evaluation of levels of health hazards, including hazardous chemicals, noise, and dust. Based on these evaluations, we establish improvement measures with the aim of creating a safe and healthy work environment. In addition, we implement a musculoskeletal disease prevention program designed to analyze working conditions that impact the human body. The aim of this program is to prevent the onset of occupational diseases through various activities, such as the improvement of work methods, enhancement of work tools, provision of protective equipment, and the promotion of stretching exercises.

3.10 Emergency Drill

SK ecoplant has established emergency measures and crisis response guidelines to ensure swift dissemination of information and response in the event of an emergency. We conduct response training based on specific scenarios for each site, as well as the roles of members and business partners, to ensure preparedness in the event of an actual situation in order to minimize damage.

3.11 Safety and Health Performance Review Meeting

Under the control of CSO, SK ecoplant implements necessary measures to prevent disasters, such as reviewing the status and performance of safety and health obligations

required by law and formulating improvement plans.

3.12 Safety and Health Consultation Body

Through the meetings of the bodies, including the Occupational Safety and Health Committee (quarterly), the Contractor's Safety and Health Council (bi-monthly), and the Construction Safety and Health Council (monthly), SK ecoplant deliberates and decides on matters stipulated by law in conjunction with business partners and workers, addressing safety and health issues at the workplace and fostering a healthy and safe working environment.

3.13 Communication (Soliciting and Addressing Employee Feedback)

SK ecoplant actively listens to the voices of the workers in the field on maintaining and improving the safety and health via various committees, including the Occupational Safety and Health Committee (quarterly), the Contractor's Safety and Health Committee (monthly), and the Construction Safety and Health Committee (monthly).

Furthermore, we solicit and heed the feedback of workers at all workplaces regarding their safety and health through the safety report feature in our mobile application "Ansim," and we take swift measures to avert any potential hazards.

3.14 Participation in Safety and Health Activities (Right to Refuse Work)

In the event of a hazardous situation occurring or being predicted, workers at the SK ecoplant site report it through the safety report function in the mobile application "Ansim". If it is judged that there is an imminent risk to their safety and health, they cease work until corrective actions are implemented, in order to guarantee the workers' right to protect themselves. Field managers promptly verify and eliminate the risk factors to ensure a safe working environment.

4.0 Additional Rules

- 4.1** The Safety and Health Management Policy is enacted and takes effect from September 1, 2023.
- 4.2** The department responsible for the management and oversight of the Safety and Health Management Policy conducts an annual evaluation of the policy's effectiveness and

amends it as necessary.

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