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포스코퓨처엠

안전보건 정책
(Occupational Safety and Health Policy)

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Rev.	**2**	**Document No.**	**-**
Managed by	**Safety & Health Planning Group**		
Reviewed by	**Head of Safety & Health Planning Group**		
Approved by	**CEO (Chairman of BOD)**		

Purpose

This policy ensures that POSCO FUTURE M complies with domestic and international laws and standards for occupational safety and health and continuously improves the occupational safety and health management system, and ultimately create a safe working environment that is optimized for the physical and mental health and safety of workers in terms of occupational safety and health.

Scope of Application

This policy applies to all POSCO FUTURE M workplace and its investing corporation. Suppliers and contractors who do business with POSCO FUTURE M are encouraged to comply with this policy or similar policies at a comparable level. Employees should also be encouraged to comply with this occupational safety and health policy when dealing with partners in all business processes such as cooperation, contracts, supply, and services.

Code of Conduct

1. **Workplace**

   - We shall identify hazards and risks associated with all facilities and operations of workplaces, prioritize the identified hazards and risks, and establish and implement plans to address such hazards and risks. We shall set quantified goals for performance evaluation so that hazards and risks can be managed on an ongoing basis.

   - We shall establish and strictly comply with workplace safety rules and ensure that workers can work in a safe and pleasant workplace.

2. **Product and Services**

   - We shall make safety a top priority in the process of producing and delivering goods and services to consumers.

   - We shall regularly identify issues that may harm the safety of our products and services,

find solutions to those issues, and set goals. We shall transparently disclose the above issues and goals to our stakeholders, including consumers.

3. **Promotion of Officer/Employee Health**

   - We shall promote the health of our officers/employees by providing learning programs on personal health management and routines. We shall provide programs for mental health improvement and therapy/counseling in order to prevent and manage work-related stress. We shall also provide assistance to officers/employees so that they can get treatment and counseling, if necessary.

Action Plan

1. **We shall evaluate hazards and risks related to occupational safety and health, establish a safety and health management system that can respond to the above hazards and risks, set specific performance goals, and endeavor to continuously improve them.**
2. **The board of directors and the executive management shall actively participate in important decision-making and management/supervision regarding the establishment and operation of the safety and health management system and discuss with workers or workers' representatives, if necessary.**
3. **Executives and department heads shall recognize the importance of the safety and health of their officers/employees and provide appropriate training to them so that they can understand the safety and health management system.**
4. **We shall make a plan to prepare for and respond to emergencies.**

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Occupational Safety and Health Management Policy

Occipational Safety and Health Management Policy

POSCO FutureM strives to create a safe and pleasant work environment for all employees, including our business partners. Everyone does their best to protect their own safety and that of their colleagues. To this and, we eatablish a health and safety management policy and faithfully carry out health and safety activities based on the following principles.

1. We prioritize health and safety as the top value and reflect it in all stages of corporate activities through active participation and consultation with all employees and stakeholders.
2. We establish and strictly implement standards and processes that meet legal and regulatory requirements related to health and safety and confirm compliance to ensure continuous improvement.
3. We cultivate capabilities and enhance on-site execution through enhancing safety awareness and systematic education and training.
4. We evaluate the impact of health and safety in advance, set goals, and faithfully execute them based on the participation of all employees.
5. We continuously discover and improve potential hazards and risk factors in the field under the responsibility of management supervisors.
6. We establish an organic health and safety cooperation system by actively communicating and supporting our business partners.

January 2th 2025

POSCO FUTURE M Co., Ltd.

CSEO Young Chun Lee