

# **DN Automotive Occupational Health and Safety Management Policy**

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# **Chapter 1 Overview of Occupational Health and Safety Management**

## **Article 1 Purpose of Establishment**

DN Automotive (hereinafter referred to as "the Company") establishes this policy to prioritize occupational health and safety in all business activities and operations. The policy aims to prevent and mitigate potential risks, thereby maintaining and promoting the safety and health of all stakeholders, including employees. This policy is based on domestic and international safety and health regulations, as well as occupational health and safety management standards such as ISO 45001.

## **Article 2 Scope of Application**

This policy applies to all DN Automotive business sites, including all domestic and international entities, subsidiaries, sub-subsidiaries, and joint ventures, as well as their executives, employees, and non-regular workers. Additionally, stakeholders across DN Automotive's entire value chain—including suppliers, customers, and local communities—are encouraged to respect and support the Company's Occupational Health and Safety Management Policy. In cases where the provisions of this policy conflict with local laws, the Company will prioritize compliance with local legal requirements.

## **Article 3 Implementation System**

The Company establishes an Occupational Health and Safety Management System (OHSMS) to effectively implement occupational health and safety management and ensures its operation at each business site. Each site follows the Plan-Do-Check-Act (PDCA) cycle, which includes:

- Setting occupational health and safety goals
- Conducting risk assessments
- Developing action plans
- Executing health and safety activities
- Measuring and monitoring performance
- Implementing continuous improvement measures

## **Chapter 2 Principles of Occupational Health and Safety Management**

### **Article 1 Occupational Health, Safety, and Environmental Policy**

DN Automotive, grounded in respect for human life and dignity, is committed to protecting all employees, customers, and local communities by creating a safe and pleasant working environment and leading the way toward a sustainable society. The Company prioritizes occupational health and safety in all decision-making processes and ensures that these principles are consistently practiced.

### **Article 2 Occupational Health and Safety Management Activities**

#### ① Establishment of Occupational Health and Safety Goals

The Company prioritizes occupational health and safety in all operations and management processes, ensuring that personnel and systems are managed with safety at the forefront. All tasks related to occupational health and safety are addressed as a priority. In addition, the Company sets goals to maintain and improve the Occupational Health and Safety Management System.

#### ② Occupational Health and Safety Risk Assessment

The Company identifies hazardous and risk factors across various areas, including infrastructure, machinery, equipment, facilities, raw materials, substances, the physical work environment, and the design, development, testing, production, assembly, transportation, storage, and disposal of products and services.

Appropriate measures are taken to mitigate and prevent these risks, ensuring a safer workplace for all stakeholders.

#### ③ Emergency Response

The Company maintains emergency response scenarios, which are communicated and taught to employees in advance. In the event of an emergency, emergency contact networks are activated, and rapid responses are executed in accordance with relevant regulations.

#### ④ Incident and Accident Management

Upon the occurrence of any incident or accident, immediate actions are taken to recover from damages and minimize impact. The root cause of the incident is analyzed, and preventive measures are established to avoid recurrence.

⑤ Machinery, Equipment, and Facility Management

Protective measures are implemented to prevent risks, taking into account the specific characteristics of machinery, equipment, and facilities. Regular inspections, maintenance, and repairs are conducted to ensure safety.

⑥ Provision of Personal Protective Equipment (PPE)

The Company provides appropriate safety gear required for hazardous or risky tasks, ensuring that employees wear the equipment during work to protect themselves from potential injuries.

⑦ Hazardous Materials Management

Material Safety Data Sheets (MSDS) for hazardous substances are displayed, and these materials are managed safely according to handling standards and procedures.

⑧ Occupational Health and Safety Signage

Safety and health signs are produced and installed in hazardous work areas, as stipulated by relevant implementation regulations. The types and locations of these signs are determined based on the specific conditions of each workplace.

⑨ Employee Health Management

The Company provides health check-ups and other support to protect employees' health. Measures are taken to prevent occupational diseases and injuries, such as musculoskeletal and respiratory conditions, along with mental health management programs to address work-related stress.

⑩ Fire Prevention

Fire-related risks are regularly inspected, prioritizing the health and safety of all employees. The Company establishes thorough safety procedures to prevent fires. Regular fire drills and response scenarios are implemented to ensure employees are prepared for emergencies. The Company complies with legal requirements and maintains fire prevention systems and safety equipment diligently.

⑪ Occupational Health and Safety Training and Information

Through occupational health and safety training, the Company raises awareness among employees and develops their ability to recognize hazards in the workplace, ensuring a safe, healthy, and pleasant working environment. Safety-related information and guidelines are provided in languages that employees can easily understand. Additionally, the Company transparently discloses its occupational health and safety policies and performance to all stakeholders.

## **Chapter 3 Occupational Health and Safety Management System**

### **Article 1 Occupational Health and Safety Management Organization**

To prevent industrial accidents, both the Company's management and all employees share joint responsibility and must work collaboratively. The specific responsibilities are as follows:

① Management Representative (CEO) and Management Proxy (Occupational Health and Safety Manager)

The CEO of DN Automotive complies with the standards for industrial accident prevention as stipulated by the Occupational Safety and Health Act (hereinafter referred to as "the Act"). The CEO ensures that all provisions outlined in this policy are faithfully implemented, improving working conditions and fostering a safe work environment to protect and promote the safety, health, and well-being of employees, suppliers, and stakeholders. The CEO also makes decisions regarding the enactment and revision of safety and health-related policies and regulations, which are reviewed regularly.

② Supervisors

Supervisors within the Company (including department heads, team leaders, and shift leader) are responsible for faithfully performing their safety and health-related duties in accordance with Article 16 of the Act. They are tasked with directing and overseeing their teams and ensuring the prevention of industrial accidents within their areas of responsibility.

③ Safety and Health Team

The Safety and Health Team oversees and manages safety and health activities across all DN Automotive business sites. It is responsible for verifying the implementation of safety and health management systems at each site and reporting the findings to the management representative twice a year. Additionally, the policy is regularly reviewed and revised to align with changing internal and external environments. During revisions, stakeholder feedback, changes in domestic and

international regulations, industry trends, and emerging issues are considered and reflected. All changes are communicated to relevant stakeholders.

#### ④ Safety and Health Parts

The Safety and Health Parts assist the Occupational Health and Safety Manager and provide guidance and advice to supervisors to ensure smooth execution of safety and health activities. This department is responsible for proactively preventing accidents through comprehensive oversight.

### **Article 2 Performance Management**

The Company establishes both qualitative and quantitative performance goals related to occupational health and safety and continuously improves performance by regularly reviewing the status of implementation based on these goals. As part of this process, the Company evaluates whether the Occupational Health and Safety Management System aligns with the organization's operations, culture, and structure, and whether the system is functioning appropriately to achieve the intended results. Additionally, the Company comprehensively considers employee safety concerns, health status, and working conditions to analyze the effectiveness of current operational management. Where necessary, new processes may be introduced, or existing methods revised, to enhance operational efficiency. The Company also verifies compliance with legal requirements, identifying and addressing any gaps between regulatory demands and current practices to establish clear improvement directions. Furthermore, by actively incorporating new technologies, best practices, the latest knowledge and issues, as well as stakeholder feedback, the Company implements continuous improvement measures to enhance occupational health and safety performance.

### **Article 3 Internal and External Communication and Grievance Handling**

#### ① Stakeholder Communication

To achieve its occupational health and safety goals, the Company transparently communicates its safety-related policies and guidelines to all employees, suppliers, and stakeholders. The Company also collects feedback from stakeholders regarding occupational health and safety management policies and activities, incorporating them when necessary.

#### ② Grievance Handling System

The Company operates a reporting channel and grievance handling system that allows employees, third parties, or organizations to report occupational health and safety-related concerns and have them resolved. Upon receiving a report, cases are categorized based on their nature, and the Company consults with relevant departments to address the issues. Corrective actions or disciplinary measures are taken with reference to relevant laws, legal precedents, and internal handling practices. The actions taken and the outcomes are shared with the reporter. The identity and anonymity of the reporter are strictly protected. Information that could reveal the reporter's identity must not be disclosed or shared, and the reporter will not face any disadvantages or retaliation as a result of filing a report.