BNK Financial Group

ESG Policy Book

Occupational Safety & Health Policy

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Your Heart, BNK

Contents

Occupational Safety & Health Policy 03
1. Objective 03
2. Application Scope 03
3. Target 03
4. Basic Principles 03
5. Others 04

Occupational Safety & Health Policy

1. Objective

- BNK Financial Group prioritizes the safety and health of our employees, customers, and partners as its top corporate value across all business activities. By complying with relevant laws and standards, we aim to establish a healthy and safe working environment to prevent industrial accidents. Through the implementation of this policy, we will enhance safety and health awareness among our members, promote a safety culture through the participation of all employees, and make every effort to comply with safety and health-related laws and standards.

2. Application Scope

- This policy applies equally to BNK Financial Group and all its subsidiaries. Additionally, we encourage our suppliers and individuals (including subcontractors and service providers) who conduct business with BNK Financial Group to comply with this policy or a policy of an equivalent standard.

3. Target

- Establishing a healthy and safe working environment through the prevention of safety accidents.
- Establish a safety-centric culture and maintain a 0% industrial accident rate through enhancing employee awareness,

4. Basic Principles

- BNK Financial Group prioritizes 'employee life protection' and 'creating a safe working environment' as the foremost values in our corporate management activities. We are fully committed to promoting these values.
- BNK Financial Group proactively identifies hazardous and risky factors at workplaces in advance, and through active improvement and prevention measures, safeguards the safety and health of not only its members but also its customers and partner company employees.
- BNK Financial Group regularly takes employees' opinions on safety and health and conducts regular awareness campaigns to cultivate robust safety and health mindset. We support active participation in safety and health enhancement activities by employees and other personnel to firmly establish a culture of safety and health.

- BNK Financial Group continuously inspects and implements improvements to ensure compliance with safety and health-related laws and international standards, diligently fulfilling our responsibilities and obligations in safety and health activities.

- BNK Financial Group sets safety and health goals and establishes and executes action plans and priorities annually to achieve these goals, sharing them with our members.

- BNK Financial Group clearly assigns safety and health-related roles and responsibilities to the Board of Directors or management, ensuring sufficient personnel and budget are allocated to achieve the safety and health objectives.

- BNK Financial Group establishes and operates a safety and health management system, including a safety and health management framework, and continuously enhances the performance of this management system.

5. Others

5.1 Reference

- Relevant laws, including the 'Occupational Safety and Health Act'

- ISO 45001 (Occupational Health and Safety Management System)

5.2 Enactment and Revision History

- June 27, 2024. Policy enacted and implemented
- August 18, 2025. Policy revision
- July 24, 2026. Approved by the ESG Committee

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