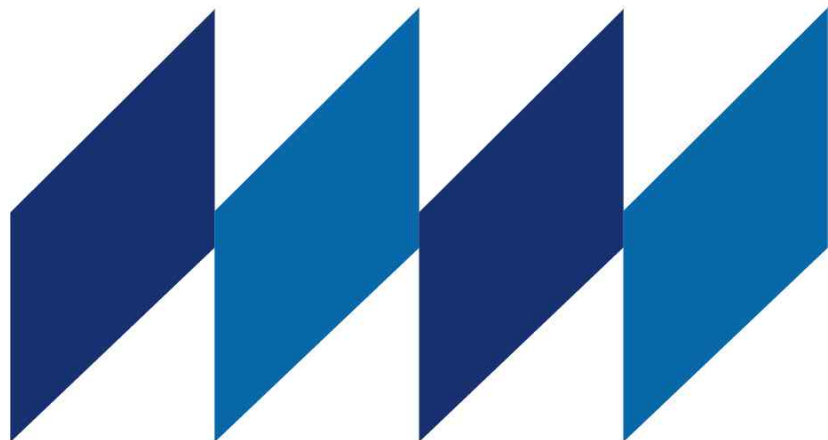


# Occupational Health & Safety Management Policy




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## Goals

JB Financial Group prioritizes the occupational health and safety of its members, aiming for zero accidents and disasters each year. We are dedicated to creating a healthy and comfortable environment for customers, and for all our employees, as well as contractors and individuals under the company's supervision.

To this end, JB Financial Group hereby established the 'Occupational Health and Safety Management Policy', and commits to promoting a safety culture. Through ongoing practice and enhancement, we aim to elevate our safety and health standards for all members.

## Occupational Health and Safety Management Policy

1. We strictly adhere to occupational health and safety laws and regulations, by conducting regular inspections and making continuous improvements to ensure compliance.
  2. All employees are required to actively engage in promoting occupational health and safety through voluntary participation and cooperation, with the aim of enhancing safety awareness and fostering a culture of safety management.
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3. We establish and operate an occupational health and safety management system, continually improving our performance to prevent accidents.
4. We establish qualitative and quantitative goals and priorities regarding occupational health and safety, and annually develop and implement action plans to achieve them.
5. We consistently engage in initiatives to support and improve the health of our employees.
6. The board of directors or the executive management, depending on the organization, serves as the top decision-making body for occupational health and safety plans and policies in line with applicable laws. Adequate resources in terms of human resources and budget are allocated to realize occupational health and safety goals.

April 23, 2024

**JB Financial Group CEO Kim Ki Hong** 김기홍

