

EHS management regulations  
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Alteogen is a EHS (Environment, Health and Safety) management is the most basic element. For this, EHS management system has been established as follows and trying to put it into practice.

[EHS Management System]

<Value to be Pursued>

We seek the happiness by improving the level of EHS management to secure corporate sustainability and gain trust and support from society.

<Operating Principles>

Protecting human life first, preserving the environment, and finally, protecting the company's assets, Service and image should be protected.

Human life is equal to not only its members, but also external workers and the general public. level of protection, and the environment must protect the air, water quality, and soil that are directly related to human life.

We need to protect first and then protect the ecosystem. and the company's assets and services and image should be given priority in consideration of the business environment of the company.

<EHS Policy>

We secure trust and support from society by continuously promoting activities to protect humankind, promote human health, and preserve the global environment.

For this, the EHS management system must be continuously upgraded and complied with, and risk factors must be derived qualitatively/quantitatively and managed to an acceptable level.

Also, it is necessary to preserve the global environment by minimizing the emission of pollutants and continuously developing eco-friendly technologies, and to secure an exemplary corporate image for EHS management in society and the industry by complying with related laws and transparently disclosing the results.

Article 1 (Scope)

These regulations apply to the requirements and responsibilities necessary to establish and implement the EHS management system of Alteogen.

## Article 2 (Objective)

It is intended to improve the system management by establishing and complying with EHS management system in connection with the EHS policy and proceed unified and consistent EHS management in Alteogen by clearly defining the requirements, responsibilities and authorities necessary for continual improvement by periodically evaluating performance.

## Article 3 (Definition of the term)

- ① EHS Department : team performed by organizing the EHS management in Alteogen.
- ② EHS Management System: EHS Regulations and Business Procedure, Business Standards etc.

## Article 4 (Responsibilities and Authority)

- ① EHS department in Alteogen
  - 1. Establishment and improvement of EHS management system
  - 2. EHS management for Performance and Objective
  - 3. Operation of the EHS council
- ② All members
  - 1. Understanding and implementing the EHS management system in Alteogen.

## Article 5 (Understanding and Practice of EHS Management System)

All organizations and members must understand the EHS management system and Management activities must be carried out.

- ① Since EHS management is the top priority of management activities, all members of the EHS management system must be understood and practiced.
- ② Decision should be made considering the EHS management system in carrying out business activities, for this purpose, EHS department in company-wide and business sites needs to establish and implement education and training programs.
- ③ In consideration of internal/external environmental changes, the EHS management should be continuously supplemented.

## Article 6 (Building and Improving EHS Management System)

The head of EHS establishes a EHS business management system that conforms to the management system and continuously improve it.

- ① Roles and responsibilities should be clearly defined and documented.
- ② Related laws should be complied.
- ③ Consistently listen to the opinions of members, suppliers, and internal/external stakeholders should converge.
- ④ If major process/facility is operated by another person such as a partner company, It should be guided and supported so that the deficiencies can be supplemented so that the EHS business management system or similar system can be applied

## Article 7 (EHS management system implementation)

All organizations and members must use the company-wide and workplace EHS management system and be understood and practiced, and try to remove risk factors continuously.

- ① Management plan should be established in consideration of the EHS management system.
- ② Prioritize tasks and allocate resources according to EHS risk.
- ③ Carry out business activities after understanding how organizational/individual affect EHS management and performance.
- ④ When operating a new process/equipment, the EHS management system must comply.
- ⑤ When the requirements and implementation of the management system are different, it must be approved by the company-wide or business site EHS management department, and the reason must be documented.

## Article 8(EHS performance management)

EHS department in Alteogen periodically measures EHS and leads continuous improvement

- ① After measuring the performance measurement method in detail and periodically measuring it should be reported to management.

- ② To share issues related to the EHS management system and affecting business activities, the relevant departments should participate and discuss the matter, and decisions should be documented.
- ③ System that shares the cases of good/failure between affiliates or business sites should be built and operated.
- ④ Internal/external audits can be conducted to measure the performance of the EHS management system and can be implemented, and the details follow the EHS audit management regulations.

#### Article 9 (Rewards and Disciplinary Actions)

- ① In order to enhance the execution power of the EHS management system, reward/discipline standards should be operated.
  - 1. EHS performance should be reflected in the evaluation of the organization, and a standard should be operated to reward organizations/personnel who have prevented accidents/disorders or minimized its impact.
  - 2. In the event of an accident/disorder in violation of the EHS management system, standards for disciplinary or sanctioning should be established.
- ② Reward and punishment regulations should be referred for the details on EHS rewards and disciplinary action.

#### Article 10 (Operation of decision-making)

EHS activities and performance should be continuously checked by operating the EHS committee in Alteogen and EHS council.

#### Supplementary Provision

#### Article 1 (Enforcement Date)

This regulation is enacted and implemented from Mar 1, 2022.