

Environment

Safety and Health Management

Safe chemical management

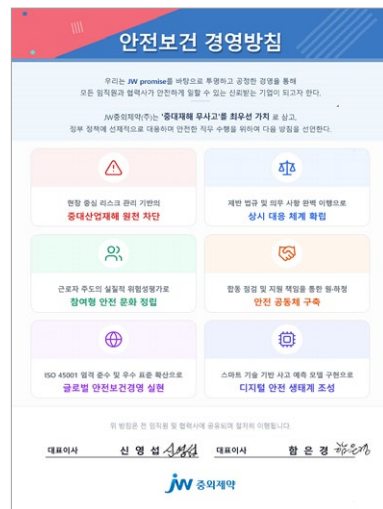
JW conducts regular training and response drills for chemical spills to ensure safe chemical management and a safe environmental setting. Inspections of storage and handling facilities for hazardous chemicals, such as storage rooms and laboratories, have been completed, and management and inspections of newly established handling facilities are continuously being strengthened each year. Regulatory requirements related to chemical substances are continuously monitored, and key information is shared across business sites. In addition, the purchasing process and MSDS management system are being reinforced.
 ※ MSDS: Material Safety Data Sheet, which provides information on safe handling, health hazards, physical risks, etc. of chemical substances.

Safety and Health Management Policy

JW establishes and implements plans with consideration for safety and health across all areas of management, and has adopted the ISO 45001 Safety and Health Management System for continuous improvement and monitoring activities. In addition, safety and health performance is verified and managed annually through external audits and management reviews.

Safety and health improvement activities

JW carries out various occupational health and safety management activities to prevent accidents and create a healthy workplace. Long-term work environment assessments and process improvements are being implemented, and continuous health monitoring and follow-up programs are operated to prevent personal illnesses and occupational diseases. In addition, regular on-site safety inspections are conducted to identify and address potential risk factors. Going forward, JW will continue its efforts to create a safe workplace free of accidents and a healthy workplace free of illness.



• Safety and Health Activities



KCs Certification for Industrial Safety (Voluntary Safety Certification)



Prevention of fall accidents related to safety scaffolding for dust collection equipment

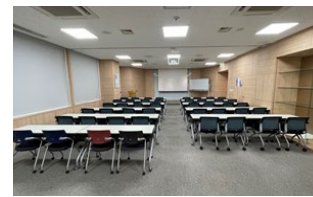


Attachment of GHS (Globally Harmonized System) warning labels

• Safety and Health Improvement Activities



Participation in the International Safety and Health Expo



Operation of safety training centers during holiday periods



Conduct of employee health checkups and health management activities

Environment

Safety and Health Management

Mid- to Long-Term Goals and Indicators for Safety and Health Management (JW Pharmaceutical)

| 2025 ~ 2026 | 2027 | 2028 ~ 2029 |
|--|--|--|
| Establishment of a smart safety management system utilizing digital technologies | Fostering a self-directed safety culture through the engagement of partners and employees | Establishment of a safety and health management system aligned with international standards and enhancement of a proactive risk management framework |
| <p>1. Introduction of mobile- and web-based safety campaign and training platforms</p> <ul style="list-style-type: none"> - Safety campaigns/quizzes: Conducted once per quarter via mobile applications and web platforms - VR/AR safety workshops: Provide virtual reality-based experiential training once a year <p>2. Provision of guidance on AI-based automated risk diagnosis, analysis, and response services</p> <ul style="list-style-type: none"> - Analyze historical accident and issue databases using ChatGPTs to predict potential risk patterns, and recommend and notify preventive safety measures based on the results | <p>1. Support for partner safety inspections and improvement measures</p> <ul style="list-style-type: none"> - Conduct joint risk assessments - Support and monitor the full implementation of improvement measures * Establish support plans for equipment, training, and personnel based on priorities identified through inspection results - Expand regular safety inspections <p>2. Provision of guidance on AI-based automated risk diagnosis, analysis, and response services</p> <ul style="list-style-type: none"> - Analyze historical accident and issue databases using ChatGPTs to predict potential risk patterns, and recommend and notify preventive safety measures based on the results | <p>1. Expansion of the scope of ISO 45001 certification</p> <ul style="list-style-type: none"> - Achieve 100% ISO 45001 certification by 2029 * (ISO 45001 certification for the JW Pharmaceutical Plant was completed during 2022-2023.) - Maintain a 100% certification retention rate through internal audits conducted at least twice a year <p>2. Development of globally competitive safety and health experts and provision of internal consulting</p> <ul style="list-style-type: none"> - Secure certified professionals and internal consultants - Establish a pool of at least two full-time experts capable of conducting internal consulting |

Mid- to Long-Term Goals and Indicators for Safety and Health Management (JW Life Science)

| 2025 ~ 2026 | 2027 | 2028 ~ 2029 |
|--|--|--|
| Establishment of a self-directed preventive system based on the convergence of IT and AI technologies | Creation of an autonomous safety ecosystem grounded in collaboration and communication | Establishment of a proactive risk management system and advancement of global certifications |
| <p>1. Introduction of mobile- and web-based safety campaign and training platforms</p> <ul style="list-style-type: none"> - Safety campaigns/quizzes: Conducted once per quarter via mobile applications and web platforms - VR/AR safety workshops: Provide virtual reality-based experiential training once a year <p>2. Provision of guidance on AI-based automated risk diagnosis, analysis, and response services</p> <ul style="list-style-type: none"> - Analyze historical accident and issue databases using ChatGPTs to predict potential risk patterns, and recommend and notify preventive safety measures based on the results | <p>1. Support for partner safety inspections and improvement measures</p> <ul style="list-style-type: none"> - Conduct joint risk assessments - Support and monitor the full implementation of improvement measures * Establish support plans for equipment, training, and personnel based on priorities identified through inspection results - Expand regular safety inspections <p>2. Strengthening of the employee suggestion and knowledge-sharing system</p> <ul style="list-style-type: none"> - Operating a risk identification suggestion portal: Provide a web- and mobile-based interface accessible to all workers and grant bonus points in year-end internal evaluations to partners selected for outstanding suggestions | <p>1. Expansion of the scope of ISO 45001 certification</p> <ul style="list-style-type: none"> - Achieve ISO 45001 certification by 2029 - Maintain a 100% certification retention rate through internal audits conducted at least twice a year <p>2. Development of globally competitive safety and health experts and provision of internal consulting</p> <ul style="list-style-type: none"> - Secure certified professionals and internal consultants - Establish a pool of at least two full-time experts capable of conducting internal consulting |

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Safety and Health Management

Promoting safety and health through cooperative partnership with subcontractors

To create a safe and healthy working environment for partner companies, the scope of the partner company safety and health council has been expanded, and joint safety inspections and workplace patrols are conducted regularly. In addition, efforts are being made to improve the safety and health level of partner companies through supplier evaluations and technical guidance and advice, by selecting qualified subcontractors to protect lives and property from various disaster risks.

Emergency response capacity enhancement

JW regularly provides environmental, safety, and health training to all employees and strives to strengthen environmental safety capabilities through specialized training by role. In addition, in the event of a fire, To ensure systematic and efficient responses to various emergency situations such as hazardous chemical leaks, emergency drills are conducted for each scenario.

- CPR (AED) Training for Employees



- Joint Disaster Response Drill Conducted (Earthquake, Fire, and Evacuation Scenarios)



- Industrial Accident Prevention Measures According to Contracting



Council Meeting Held (Once per Month)



Workplace Patrol Inspection Conducted (Once Every 2 Days)



Joint safety and health inspection conducted (Once per Quarter)

Environment

Safety and Health Management

Number of industrial accidents

In 2025, there were a total of 5 work-related injury cases. We will continue to strengthen our safety management system to create a workplace with zero injuries.

| Category | | Unit | 2023 | 2024 | 2025 |
|-------------------|---------------------|-------|------|------|------|
| JW Holdings | Number of Accidents | Cases | 1 | 0 | 0 |
| | Accident Rate | % | 0.73 | 0 | 0 |
| JW Pharmaceutical | Number of Accidents | Cases | 3 | 1 | 2 |
| | Accident Rate | % | 0.26 | 0.08 | 0.19 |
| JW Shinyak | Number of Accidents | Cases | 0 | 0 | 0 |
| | Accident Rate | % | 0 | 0 | 0 |
| JW Life Science | Number of Accidents | Cases | 2 | 1 | 3 |
| | Accident Rate | % | 0.62 | 0.31 | 1.01 |

※ Industrial Accident Rate (%) = (Number of Injured Workers / Number of Wage Workers) × 100

Promoting the safety and health of employees

JW carries out various activities across all production sites to foster a culture of safety among employees. A company-wide occupational health and safety management plan is established and reviewed by the board of directors to enhance the effectiveness of its implementation. In addition, the Industrial Safety and Health Committee is held quarterly to enable labor and management to work together to prevent worker risks and improve issues.

Going forward, we will continue to strengthen company-wide systems and operational measures to thoroughly identify and mitigate risks of accidents and incidents caused by serious industrial hazards, raw materials, and manufacturing processes.

| Category | Training Target | Hours | Training Content |
|--------------------------------------|--------------------|------------------------------|---|
| Regular Training | Non-office Workers | At least 6 hours per quarter | Ⓞ Matters Related to the Occupational Safety and Health Act and General Management |
| | Office Workers | At least 3 hours per quarter | Ⓞ Matters Related to Industrial Safety and Accident Prevention |
| | Supervisors | At least 16 hours per year | *Supervisor training is available through online lectures provided by the Korea Occupational Safety and Health Agency |
| Training at Time of Hiring | Production Workers | At least 8 hours | Ⓞ Matters Related to the Occupational Safety and Health Act and General Management |
| | Daily Workers | At least 1 hour | Ⓞ Matters Related to Pre-Work Inspection, etc. |
| Training for Changes in Work Content | Production Workers | At least 2 hours | Ⓞ Matters Related to the Hazards of Machinery/Equipment and Work Procedures and Movement Paths |
| | Daily Workers | At least 1 hour | Ⓞ Matters Related to Pre-Work Inspection, etc. |
| Special Training | Production Workers | At least 16 hours | Ⓞ General Training |
| | Daily Workers | At least 2 hour | Ⓞ Specific Content (Individual Training for 38 Types of Hazardous and Dangerous Work), etc. |

※ Detailed Training Status (Main Training Topics: Water and Air Environment, Industrial Safety, Fire Safety, Hazardous Material Management, etc.)

| Category | | Unit | 2023 | 2024 | 2025 |
|---------------------------------|------------------------|------------|--------|--------|-------|
| JW Pharmaceutical Dangjin Plant | Number of Participants | Persons | 482 | 512 | 273 |
| | Training Hours | Hours (hr) | 8,536 | 8,872 | 5,917 |
| JW Pharmaceutical Siwha Plant | Number of Participants | Persons | 74 | 66 | 63 |
| | Training Hours | Hours (hr) | 1,776 | 1,584 | 1,710 |
| JW Life Science Dangjin Plant | Number of Participants | Persons | 290 | 324 | 297 |
| | Training Hours | Hours (hr) | 13,920 | 15,552 | 8,312 |
| JW Shinyak Pyeongtaek Plant | Number of Participants | Persons | 56 | 52 | 51 |
| | Training Hours | Hours (hr) | 1,906 | 942 | 956 |

JW is making continuous efforts to achieve its goals in the areas of climate change, environment, safety, and health, centered on the environmental, safety, and health management policy and five key strategies established in 2023. In particular, increasingly important safety and chemical regulations and requirements are being proactively reviewed and addressed, and the occupational health and safety response system for serious risks and accidents that may arise from various factors such as industrial accidents, raw materials, and products is planned to be systematically strengthened. In addition, plans are in place to further reinforce stakeholder trust in JW by preventing business disruptions caused by various disasters such as COVID-19 and enhancing core business recovery capabilities.