



Safety and Health Management Policy

As a global CDMO company, LOTTE BIOLOGICS regards the safety and health of citizens and employees as its highest priority.

To ensure that all workplaces we operate and manage are maintained as safe and pleasant environments, we declare the following Safety and Health Management Policy:

- ▶ We will realize transparent safety and health management by actively listening to employees' opinions regarding accident prevention and improvement measures, and by guaranteeing their participation and consultation.
- ▶ We will establish plans to achieve our safety and health management goals, and build an optimal safety and health management system through periodic inspections and improvement.
- ▶ We will take the lead in establishing a safety culture within the company by providing continuous customized training and operating various communication channels for all executives, employees, and partner companies.
- ▶ We will fulfill our responsibilities for preemptive safety measures by listening to the opinions of our members, predicting potential risks, and reflecting them in our work procedures.

2026.1.2

LOTTE BIOLOGICS Co., Ltd. CEO JAMES PARK  (Signature)