

Occupational Health and Safety Policy

Approved by President on 2024.04.29

Approved by Board of Directors on 2025.03.12

O-Bank is committed to providing a safe, healthy, and happy work environment for all employees as well as contractors or individuals under the bank's supervision across all our operating sites. We pledge the following:

1. Adhere to the highest standards, including the ISO 45001 Occupational Health and Safety Management System, our nation's Occupational Safety and Health Act, and other internationally recognized occupational health and safety standards and regulations, to protect our employees' safety and well-being and ensure a healthy and productive work environment.
2. Eliminate hazards and prevent personal injury.
3. Provide a healthy and safe working environment to reduce potential risks during work.
4. Labor representatives participate and collaborate to develop occupational health and safety rules. They participate in health and safety policy to increase their awareness and capabilities on health and safety.
5. Every year, quantitative targets for improving occupational safety and health are established based on occupational health and safety (OH&S) risk assessment results. These targets and related action plans are prioritized and created to meet the "zero discrimination, zero harassment, and zero workplace injury" objectives.
6. Continually improve and enhance the Occupational Health and Safety Management System to create a safe, healthy, and happy work environment.