

MONDE NISSIN CORPORATION

Policy and Data Relating to Health, Safety, and Welfare of Employees

1. PURPOSE OF THIS POLICY

Monde Nissin Corporation (“MNC”) and its affiliates and subsidiaries (the “MNC Group”) adopt this Policy Relating to Health, Safety, and Welfare of Employees (“Policy”) to ensure a safe and healthy workplace for MNC Group’s employees, and to promote their development and welfare. The MNC Group acknowledges that its employees are among its greatest resource, and is thus fully committed to uplifting the lives of each of its employees. The adoption of this Policy is yet another step towards achieving this goal.

This Policy applies to all employees employed by the entities comprising the MNC Group. Contractors, suppliers, and third-party counterparty personnel within the premises and worksites of MNC Group entities are likewise required to comply with this Policy.

This Policy may be amended from time to time by MNC’s Board of Directors.

2. COMPLIANCE WITH LAWS AND REGULATIONS ON SAFETY, HEALTH, AND WELFARE

The MNC Group is committed to providing a safe and healthy workplace, preventing work-related injuries and illnesses, and minimizing if not preventing adverse environmental impact and continually improving its occupational safety and health performance in accordance with all applicable laws and regulations, and the development and protection of rights in the workplace, particularly the requirements of Republic Act No. 11058 and the Department of Labor and Employment (“DOLE”) Department Order No. 198-18, the provisions of the DOLE Occupational Safety and Health Standards (“OSHS”), and other pertinent DOLE Regulations (collectively, the “OSHS Regulations”), including the reportorial requirements prescribed by or in connection with the foregoing.

The MNC Group shall promulgate its updated uniform Program on Employee Safety, Health, and Welfare, and regularly update and review its occupational health and safety programs and protocols to ensure that they are, at all times, compliant with the health and safety standards as required by law, and in keeping with the best practices in the industry. In order to achieve this, the MNC Group may organize health and safety committees and working groups to continually assess the MNC Group’s compliance with OSHS Regulations.

3. EQUAL OPPORTUNITY AND NON-DISCRIMINATION

The MNC Group is an equal opportunity employer that values integrity, merit, and competence in its employees. The MNC Group will not tolerate discrimination, whether within or without the MNC Group.

A cornerstone of the MNC's Group's employment and retention policies is that candidates are evaluated and hired or promoted on the basis of their ability, achievements, experience, and performance. Accordingly, the MNC Group will provide equal opportunity for all in recruitment, career development, promotion, and compensation without regard to race, color, religion, gender, nationality, or geographical origin or roots, ancestry, age, disability, medical condition, pregnancy, gender expression, gender identity, sexual orientation, or any other characteristic protected by law.

4. ANTI-HARASSMENT

To provide an environment that is conducive to productivity and personal growth, the MNC Group prohibits workplace harassment of any kind, whether the perpetrator or the victim is a co-worker, supervisor, agent, customer, guest, or supplier. The MNC Group also prohibits and condemns any form of direct or indirect retaliation against anyone who has made a complaint or reported an issue or incident, whether relating to harassment occurring within the workplace or outside.

5. NO MODERN SLAVERY

The MNC Group will not engage in the exploitation or illegal hiring of undocumented or underage workers. The MNC Group is committed to ensuring that its global supply chain adheres to this commitment. No forced, bonded, or involuntary labor will ever be used at any of the MNC Group's facilities or operations.

6. ACCESS TO HEALTH AND WELLNESS FACILITIES

The MNC Group shall provide employees with access to occupational health personnel, and adequate medical supplies, equipment, and facilities as are appropriate. The MNC Group shall also implement other systems to promote the health of its employees, which may include, but are not limited to: entering into affiliations with hospitals that are near to the MNC Group's facilities, providing sanitary facilities (e.g., canteens and restrooms), and implementing an accident reporting system.

7. OCCUPATIONAL SAFETY AND HEALTH TRAINING

The MNC Group shall provide employees with adequate training on occupational safety and health. The MNC Group believes that safety in the workplace is the responsibility of all. As such, employees are instructed to perform their duties in a manner which ensures a safe environment for all stakeholders, and to take all reasonable steps to prevent accidents or any acts that cause, or would tend to cause, harm to oneself or to others. Employees are encouraged to participate in developing, implementing, and enforcing health and safety policies and procedures.

8. EMPLOYEE DEVELOPMENT

The MNC Group supports the professional and personal development of its employees. While the employees are encouraged to take responsibility for their own advancement, the MNC Group is committed

to providing opportunities for learning and continuous training to promote the professional growth of its employees.

Adopted by the unanimous vote of the Board of Directors on March 1, 2021.