

Human Rights Management Declaration

 is committed to fulfilling its social responsibility by actively practicing human rights management that values human dignity in all business activities. Together with our stakeholders, we declare and pledge to implement the following policy:

- **Respect for Norms and Remedial Action:** We respect domestic and international norms regarding human rights, labor, the environment, and anti-corruption, and we provide prompt and appropriate remedial measures for any human rights violations that may occur during business operations.
- **Respect for Diversity and Non-Discrimination:** We respect the diversity of all stakeholders and strictly prohibit unreasonable discrimination in employment, promotion, or training based on gender, race, religion, disability, age, educational background, or region of origin.
- **Protection of Labor Rights and Safety:** We guarantee the freedom of association and collective bargaining. Furthermore, we do not tolerate any form of forced or child labor, and we strive to create a safe working environment that prevents physical and mental risks.
- **Supply Chain and Community Responsibility:** We treat our business partners fairly and take responsibility for human rights issues within our supply chain. We also respect the human rights and property rights of local residents and all stakeholders affected by our business operations.
- **Environmental Management:** We comply with domestic and international environmental laws, actively responding to climate change while striving to protect the environment and prevent pollution.
- **Consumer Safety and Information Protection:** We provide accurate product and service information to prevent any harm to consumer safety or property, and we strictly protect the personal information of our stakeholders.

President & CEO Shin Woo Churl