

Document No.	Policy- 04-00- Human Rights Policy_ 202409_01
Last revision date	September 2024
Department in charge	Human Resources Management team
Approver	Head of Compliance Department

Human Rights Policy

Table of Contents

1. Responsibility for Respecting Human Rights	3
2. Achieving Human Rights Goals	3
3. DAESANG Human Rights Principles	4
4. DAESANG Human Rights Management System Establishment	5
[Appendix]	7

1. Responsibility for Respecting Human Rights

DAESANG actively implements human rights policy to prevent human rights violations due to business activities in advance and fulfill its responsibility to respect human rights. DAESANG respects human rights covered in the International Bill of Human Rights¹ and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work², and the responsibility to respect human rights applies to all employees and executives of DAESANG. Furthermore, DAESANG respects human rights of all stakeholders related to our business activities (i.e. customers, employees and executives, shareholders, local communities, partners, government, etc.), and strives to prevent human rights violations.

2. Achieving Human Rights Goals

DAESANG sets the following human rights goals and implements detailed plans to achieve them through the departments in charge of each goal. Every year, the departments in charge review the status of each goal achievement and reset short-term and mid- to long-term goals.

- 1) Prevention of discrimination and harassment
 - ① Percentage of employees and executives who received sexual harassment prevention training
 - Mid- to long-term goal by 2025: 100%
 - ② Percentage of L-level employees who have received workplace bullying prevention training
 - Mid- to long-term goal by 2025: 100%
 - ③ Percentage of employees and executives who received disability awareness training
 - Mid- to long-term goal by 2025: 100%

¹ 'International Bill of Human Rights' is the collective name for three documents: the 'Universal Declaration of Human Rights' and its treaties, the 'International Covenant on Civil and Political Rights' and the 'International Covenant on Economic, Social, and Cultural Rights.' The Universal Declaration of Human Rights stipulates basic human rights that should be universally protected as a common standard that all people and all countries should achieve.

² 'ILO Declaration on Fundamental Principles and Rights at Work' stipulates freedom of association and the right to collective bargaining, prohibition of forced labor, effective abolition of child labor, and elimination of discrimination in employment and occupation as minimum standards to be observed at work.

3. DAESANG Human Rights Principles

As a member of society, DAESANG contributes to creating an environment in which human rights are respected and seeks to fulfill its responsibility to respect human rights. This Human Rights Policy is based on DAESANG's management philosophy of 'respect for humanity' and complements and strengthens DAESANG's ethical management and compliance management policies.

1) Human rights issues related to business activities

DAESANG establishes principles and fulfills responsibilities for all human rights related to business activities.

- Prohibition of discrimination: Respect the human rights and diversity of individuals and do not unfairly discriminate based on race, ethnicity, religion, disability, gender, academic background, age, physical condition, nationality, regional background, political view, employment type, etc. In the event of discrimination, take appropriate measures and apply the principle of zero tolerance in the process of investigating and punishing discriminatory acts.
- Prohibition of bullying and sexual harassment: Any act that causes physical or emotional pain to other employees, worsens the work environment, or causes sexual humiliation or disgust by taking advantage of superiority in position or relationship in the workplace beyond the appropriate scope of work is prohibited. In the event of bullying or sexual harassment, take appropriate measures and apply the principle of zero tolerance in the process of investigating and punishing bullying or sexual harassment.
- Guarantee of freedom of association and the right to collective bargaining: Guarantee the freedom to form labor unions and do not impose disadvantages for joining or participating in labor union activities.
- Prohibition of forced labor and child labor: Comply with minimum age standards for work set by law and prohibit forced labor against the free will of individuals.
- Safety and health: Establish a safety and health management system centered on the safety and health of workers and comply with related laws and regulations. Identify and proactively eliminate potential hazardous risk factors and actively work to improve workers' health and working environment. In addition, strive to promote safety and health by providing human and material resources for systematic education and training of workers, and organize a mature safety culture through the voluntary participation of all workers in safety and health activities.
- Responsible partner management: Share the Human Rights Policy of DAESANG with our partners and support and cooperate to ensure compliance with the policy.
- Human rights protection of local residents: Take care to ensure that the human rights of

local residents where business is carried out are not violated.

- Guarantee of environmental rights: Comply with domestic and international environmental laws and regulations and strive to protect the environment and prevent pollution during business activities.
- Human rights protection of customers: Prioritize the protection of life, health, and property of customers, and strive to protect their human rights.
- Human rights protection of employees and executives: There is an active duty to protect human rights, including the personal rights, health rights, and rest rights of employees and executives, including partners, to create a favorable working environment, and efforts shall be made to protect the maternal health of female workers and to balance work and family life.
- Fair compensation: Respect the right of all workers to a fair minimum wage and equal pay for work of equal value.
- Prohibition of human trafficking: Human trafficking is the recruitment, transportation, confinement, or exploitation of persons by means of violence, fraud, or deception for the purpose of forced labor or sexual exploitation. Require all our partners and contractors, including our own workplaces, to understand what measures are necessary to prevent human trafficking and to adhere to strict standards.

4. DAESANG Human Rights Management System Establishment

1) Governance

① Responsibilities and roles of the board of directors/management

The status of human rights management shall be managed/supervised through working-level meetings, etc. hosted by DAESANG's top decision-maker or the decision-maker of the human rights management department. The committee, management meeting, working-level meeting, etc. shall review and approve policies related to human rights management, as well as supervise related activities. The main roles and responsibilities of the committee, management meeting, working-level meeting, etc. may include 1) reviewing the establishment/revision of Human Rights Policy, 2) providing opinion on the revision of internal regulations related to human rights, such as personnel systems and employment regulations, 3) conducting human rights risk assessments and recommending measures for the results, 4) directing investigations into cases of human rights violations and deliberating remedies, and 5) other matters determined necessary for the protection of human rights.

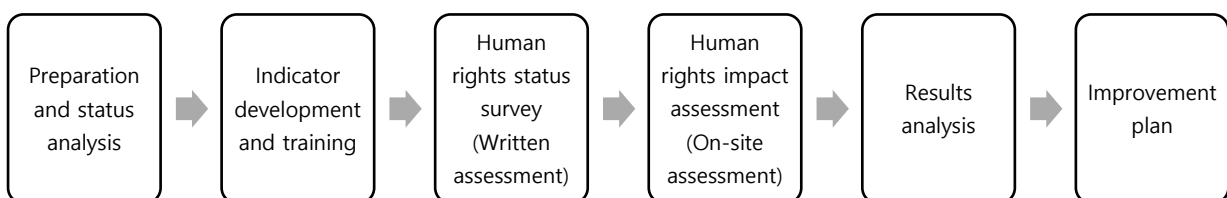
② Responsibilities and roles of the dedicated organization

The human rights management department of DAESANG carries out the following tasks: establishing/revising Human Rights Policy, establishing human rights management implementation plans, conducting human rights risk assessment, operating grievance handling process, developing education and training content, internal reporting, external communication, and disseminating/expanding human rights management, etc.

2) Human rights risk assessment

DAESANG declares that we will fulfill our responsibility to respect human rights by implementing the UN Guiding Principles on Business and Human Rights³. To this end, we will establish and continuously implement a human rights due diligence process. The human rights due diligence process identifies, analyzes, and assesses actual or potential human rights risks, and derives tasks to prevent or reduce human rights risks through collaboration with relevant departments. If DAESANG fails to fulfill our responsibility to respect human rights, we will faithfully strive to fulfill the responsibility through appropriate procedures both internal and external.

DAESANG ensures that this policy is included in all of the company's activities and provides thorough education and capacity development to ensure that the human rights due diligence process is effectively implemented. In addition, we will make efforts to share and disseminate the Human Rights Policy with stakeholders and actively support and cooperate.



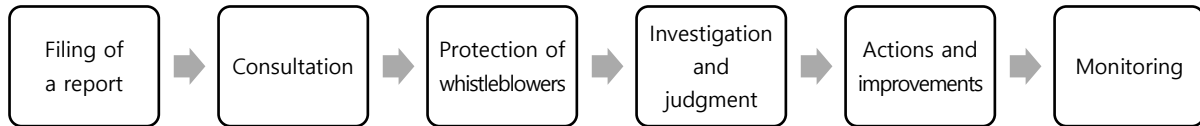
3) Grievance handling process

- Any employee or executive who has been discriminated or has had their human rights violated against international human rights norms and laws, including this Human Rights Policy, may use the internal reporting channel. In addition, a reporting channel is

³ 'UN Guiding Principles on Business and Human Rights' were approved by the UN Human Rights Council in 2011 and serve as international guidelines for countries and companies on how to address negative human rights impacts associated with their business activities.

established for reporting when stakeholders have violated or may violate Human Rights Policy.

- Strictly protect confidentiality for the reporting stakeholders, including employees and executives, and take necessary measures to ensure that they do not suffer any disadvantages.



4) Education and Training

- Regularly provide human rights-related training to employees and executives to raise their understanding of human rights and improve their awareness.

5) Monitoring and reporting

- Continuously monitor and improve compliance with human rights policies, and regularly share monitoring status and improvement items through committees, management meetings, and sustainability reports to internalize Human Rights Policy.

[Appendix]

1. References

- ① UN, International Bill of Rights
- ② ILO, Declaration on Fundamental Principles and Rights at Work

2. Document Summary

Document No.	Policy- 04-00- Human Rights Policy_ 202409_01		
Date of enactment	June 2022		
Revision history	Version	Revision date	Major revisions
	2	Oct. 2022	Addition of discrimination and harassment goals
	3	Sept. 2024	Addition of provisions on basic human rights principles Addition of provisions on human rights management system establishment
Department in charge	Human Resources Management team		