

Human Rights Management Policy

Business Support Division, Human Resources Team.

Enacted December 3, 2025.

1. Purpose

This policy establishes Hanssem Co., Ltd.'s commitment to comply with international human rights standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and the Universal Declaration of Human Rights, and to faithfully implement human rights management based on respect for the labor principles recommended by the International Labor Organization (ILO) and ratified by the state.

2. Scope of Application

This policy applies to all employees of Hanssem Co., Ltd. We encourage our business partners to comply with this policy or a policy of a similar standard.

3. Basic Principles

To fulfill its responsibility to respect human rights, Hanssem Co., Ltd. supports and complies with domestic and international human rights standards and norms, strives to prevent human rights violations in advance, and works toward active redress.

(1) Respect for Diversity and Prohibition of Discrimination

Hanssem Co., Ltd. prohibits discrimination in employment, promotion, training, and other areas against any employee based on gender, age, race, nationality, religion, disability, education level, social status, political views, or other factors without reasonable justification.

(2) Protection of Human Rights and Remedial Efforts

Hanssem Co., Ltd. endeavors to protect employees and stakeholders from human rights violations such as sexual harassment and workplace bullying, and to provide prompt and appropriate remedial measures.

(3) Guarantee of Freedom of Association and Collective Bargaining

Hanssem Co., Ltd. guarantees the freedom of peaceful assembly, association, and collective bargaining for employees and stakeholders to protect and promote human rights. It shall not unreasonably deny these rights, shall respect them, and shall faithfully implement them.

(4) Gender Equality and Work-Life Balance

Hanssem Co., Ltd. strives to improve gender-discriminatory systems and practices in employment, promotion, and other working conditions, and works to protect the maternity rights of female workers and support work-life balance.

(5) Industrial Safety and Health

Hanssem Co., Ltd. makes every effort to establish systems and create work environments that ensure the safety of workers and stakeholders.

(6) Prohibition of Forced Labor and Child Labor

Hanssem Co., Ltd. prohibits forced labor against the free will of workers and specifically prohibits the employment of children under the age of 15. When legally employing minors, the company must guarantee their educational opportunities and provide special consideration for their safety.

(7) Children's Rights

Hanssem Co., Ltd. fulfills its responsibility to respect and protect children's rights in its management and business activities.

(8) Protection of Information Rights

Hanssem Co., Ltd. makes every effort to protect personal information obtained during business activities in accordance with relevant laws and regulations, including the Personal Information Protection Act and the Act on Promotion of Information and Communications Network Utilization and Information Protection, etc.

(9) Responsible Supply Chain Management

Hanssem Co., Ltd. communicates its human rights management policy to various stakeholders to enable them to practice human rights management, and supports and cooperates with them to implement it. Hanssem Co., Ltd. may consider suspending transactions if a significant human rights violation occurs at a partner company and is not rectified.

(10) Guaranteeing Environmental Rights

Hanssem Co., Ltd. establishes and maintains an environmental management system and continuously discloses relevant information both internally and externally. It must adhere to the principle of a preventive approach regarding environmental issues that may arise during business operations and make every effort to establish and implement plans for this purpose.

(11) Protection of Local Residents' Human Rights

Hanssem Co., Ltd. respects and protects the rights of local residents in areas where its business activities occur, including the right to life, freedom of movement, the right to safety, and property rights. It strives to minimize related human rights risks.

4. Implementation Plan

The dedicated Human Rights Management Department sets overall policies and directions related to human rights management and monitors its implementation. This department conducts human rights education, human rights due diligence, and victim redress. It reports significant issues to the Human Rights Management Committee or the ESG Committee.

(1) Human Rights Impact Assessment

Hanssem Co., Ltd. designates a department responsible for human rights management to regularly assess and improve human rights risks, sharing the results with stakeholders. Risks identified through the human rights impact assessment are translated into specific, actionable improvement tasks to drive efficient human rights management activities.

(2) Human Rights Impact and Risk Management Process

① Human Rights Status Survey

Hanssem Co., Ltd. conducts a human rights status survey at least once a year to proactively assess the risk of potential human rights violations affecting employees and various stakeholders. The results of the human rights status survey are reflected in human rights education or efforts to supplement related systems, continuously improving human rights management.

② Human Rights Risk Due Diligence

Hanssem Co., Ltd. conducts direct due diligence to verify compliance with human rights management standards across all areas. Improvement plans for violations or risk factors identified through these audits are developed into concrete actionable tasks.

(3) Communication with Internal and External Stakeholders

Hanssem Co., Ltd. communicates responsibly about human rights risks not only with its employees but also with various external stakeholders. Furthermore, it makes every effort to provide education and support so that its suppliers' human rights management can meet Hanssem Co., Ltd.'s standards.

(4) Human Rights Violation Remediation Procedures

Hanssem Co., Ltd. designates specific departments to handle human rights violations occurring in its business activities. Upon receiving reports of violations, it conducts prompt investigations and provides protective measures and appropriate support to victims during the process.

Human rights violation cases are reviewed and determined by the Human Rights Management Committee. The company respects the committee's decisions and takes reasonable measures accordingly.

5. Grievance Submission Channels

Hanssem Co., Ltd. establishes and operates a Grievance Counseling Center within the Human Rights Management department to handle consultations and reports regarding human rights violations. It also operates online channels (Cyber Audit Office, KakaoTalk channel, etc.) to enable free consultation and reporting.

Furthermore, the company actively communicates various reporting methods and processing procedures, including these channels, both internally and externally to ensure easy access for employees and external stakeholders.