






## Human Rights Due Diligence Results in 2024

The Company carried out the Human Rights Due Diligence in self-assessment form (HRDD Self-Assessment). The HRDD scope was defined comprehensively to cover all related business activities and stakeholders, e.g., employee, supplier, and community, etc. The issues relating to human rights, preventive measures, risk control, remedy guideline, remedy mechanism, and risk management results of the Company were summarized below.

Key Human Rights Risk Issues	Causes of Risk Issues	Stakeholders	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Labor Practices						
Recognition of Freedom of Association and Protection of the Right to Collective Bargaining	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> <li>Notifying the Human Rights Policy in which the practice guideline is specified. By this policy, the employees are entitled to form a group to peacefully negotiate for their benefits and employment conditions under procedures of the Labor Relations Act and other related labor laws.</li> <li>Setting up the Welfare Committee in the Workplace as the representative to communicate between employees and the Company. The members of the Welfare Committee are elected by the Company's employees.</li> <li>Arranging meetings for mutual discussion and suggestions between the Welfare Committee in the Workplace, the Employee Club, and Company representatives on every 3-4 months.</li> <li>Carrying out the corporate commitment assessment for employees in every 2 years to find out their opinions and concerns about joint working in the organization. The assessment result shall be further used to improve the human resource management system.</li> </ul>	<ul style="list-style-type: none"> <li>Inspecting the operating procedure to find out the causes. The Company's representative(s) shall be appointed to jointly negotiate with the Welfare Committee in the Workplace as the employee representative(s) to reconcile and find out the resolution together based on laws and fairness of both parties.</li> <li>Stipulating preventive measures to avoid any recurring event.</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with legal requirements</li> <li>Compensation provided in both monetary and non-monetary forms</li> </ul>	No incidents or complaints related to this issue were reported

Key Human Rights Risk Issues	Causes of Risk Issues	Stakeholders	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Elimination of Child Labor and the Worst Forms of Child Labor (GRI 408-1)	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> <li>Ensure legal compliance by setting the minimum age of Company employees in the recruitment and employment policy at no less than 18 years old.</li> </ul>	<ul style="list-style-type: none"> <li>Consider termination of employment in cases where document forgery is discovered for the purpose of gaining employment.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor negative impacts resulting from operations on the Company, such as health-related consequences</li> </ul>	No incidents or complaints related to this issue were reported
	Business Value Chain	 Partner	<ul style="list-style-type: none"> <li>Communicating and making suppliers understand, through their signing in the Suppliers' Code of Conduct, to comply with labor law and human rights principles stringently, and to give consent to the Company to inspect the suppliers' operations.</li> <li>Carrying out the On-site ESG Audit, which covered the issue relating to the use of child labor, for key suppliers who entered to work in any area under the Company's responsibility.</li> </ul>	<ul style="list-style-type: none"> <li>Immediate cessation of work duties.</li> <li>Review and improve partner assessment processes to prevent recurrence.</li> </ul>		
Elimination of Discrimination in Employment and Occupation	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> <li>Notifying the Human Rights Policy specifying the practice guideline which encourages the fair employment, no discrimination whereas the honor and human dignity of all employees would be respected regardless of race, nationality, ethnic, religion, sex, language, age, color, or any social status.</li> <li>Supporting and permitting every employee to raise opinions, and to mutually make decisions throughout the working process.</li> <li>Arranging the employee activities in which every employee would be involved thoroughly and equally.</li> </ul>	<ul style="list-style-type: none"> <li>Review operational processes to identify root causes, establish corrective actions, and implement measures to prevent recurrence.</li> <li>Reassess employment decisions to reach a fair and appropriate conclusion.</li> </ul>	<ul style="list-style-type: none"> <li>Provide non-monetary compensation, such as a formal apology</li> <li>Offer the opportunity to participate in the recruitment process again</li> </ul>	No incidents or complaints related to this issue were reported
	Business Value Chain	 Partner	<ul style="list-style-type: none"> <li>Implementing the fair procurement policy by selecting suppliers from appropriate qualifications of each work based on equality, starting from disclosing the detailed procurement criteria to every supplier tendering the price equitably.</li> </ul>			

Key Human Rights Risk Issues	Causes of Risk Issues	Stakeholders	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
<b>Human Rights</b>						
Protection of Personal Rights and Personal Data	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> <li>• Notifying the Personal Data Protection Policy and privacy notice, and the information technology security policy, which prevent the leakage of personal data.</li> </ul>	<ul style="list-style-type: none"> <li>• Analyzing reasons or working steps, which may have risks from the violation of personal rights and personal data, in order to place certain preventive measures and recurring events.</li> <li>• In case of violating personal rights and data on the information system, carrying out remedies to close the data leakage as quickly as possible.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with applicable laws</li> <li>• Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances</li> </ul>	<ul style="list-style-type: none"> <li>• Zero incidents of human rights violations</li> <li>• Zero complaints or incidents related to information system security and customer data breaches</li> </ul>
	Business Value Chain	 Partner	<ul style="list-style-type: none"> <li>• Carrying out the personal data collection as required by law, or informing or asking for consent from data subjects for such personal data collection.</li> <li>• Monitoring and inspecting the cyberattack.</li> <li>• Being cautious in performing duties in every working procedure to prevent any risks possibly causing the human rights violation in the business operation.</li> <li>• Revising the risk policy and assessment regularly.</li> </ul>			
Protection of the Right to Benefit from Intellectual Property	Business Value Chain	 Partner	<ul style="list-style-type: none"> <li>• Notifying the policy on non-infringement of intellectual property / copyright by defining that the executives and employees must care for and protect the intellectual property of the Company, and pay respect to and do not infringe any intellectual property of other persons.</li> <li>• Providing a system to inspect the installation and use of copyrighted software in working.</li> </ul>	<ul style="list-style-type: none"> <li>• Investigating incidents, and taking actions in accordance with the Company's work regulations or as required by law.</li> <li>• Planning for revising the quality procedure for use of computer to prevent recurring events.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances</li> </ul>	<ul style="list-style-type: none"> <li>• One incident of software copyright infringement was reported. The Company has completed corrective actions and implemented appropriate remediation measures.</li> </ul>

Key Human Rights Risk Issues	Causes of Risk Issues	Stakeholders	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Protection of the Rights of Persons with Disabilities	Internal Organizational Management Process	 Employee	<ul style="list-style-type: none"> <li>• Complying with laws stringently.</li> <li>• Promoting the employment of persons with disabilities under Section 33 and Section 35 of the Act on the Promotion and Development of the Quality of Life of Persons with Disabilities.</li> <li>• No discrimination in nomination, appointment, and career development.</li> <li>• Promoting the good attitude in cohabitation with fairness and no discrimination.</li> <li>• Providing social activities arranged by persons with disabilities for their self-esteem.</li> </ul>	<ul style="list-style-type: none"> <li>• Analyze root causes to develop appropriate corrective actions and preventive measures</li> </ul>	<ul style="list-style-type: none"> <li>• Comply with applicable laws</li> <li>• Provide compensation in both monetary and non-monetary forms, as appropriate to the circumstances</li> </ul>	No incidents or complaints related to this issue were reported

The Company determines that the key risks associated with human rights shall be monitored and revised every year through the human rights due diligence with an aim at monitoring, assessing, and establishing the measures to make those risks stay at the acceptable level. The results of human right risk management shall be reported to the Sustainable Development Working Group so that it would further shape the human right direction.

### 3. Promoting Equal Opportunity in Careers

The Company is committed to operating with policies that comply fully with laws, rules and regulations related to social management. Including respecting Human Rights for everyone throughout the business value chain. Examples include: managing in a way that provides equality and fairness to all personnel, supporting the development and improvement of employees' capabilities and quality of life through various training courses in both work and life related areas and providing welfare and safety for employees.

With regards to respecting Human Rights Principles, the Company respects and treats all stakeholders fairly on the basis of human dignity without discrimination of origin, race, skin color, age, gender, etc. The Company treats all employees and workers fairly; providing appropriate compensation and welfare benefits according to labor laws. In addition, the Company supports employment for people with disabilities, helping to provide opportunities to create careers and better lives. Lastly, the Company has set measures to protect the personal information to ensure the security and privacy of personnel. A summary of the operational guidelines can be found below:

