

## Human Rights Management

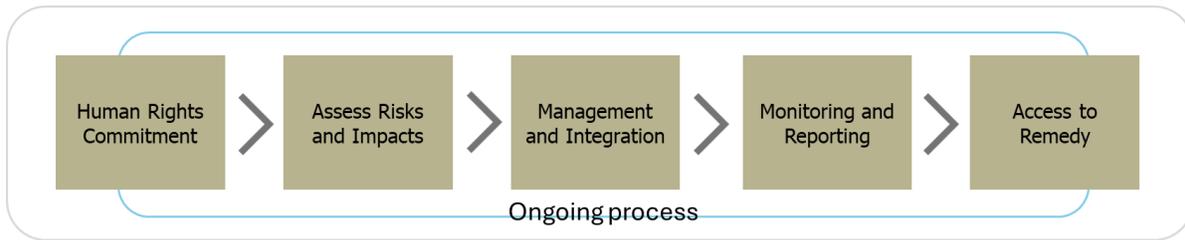
The Company places strong emphasis on respecting human rights in all aspects of its business operations. The Company has established a systematic approach to human rights management with clearly defined roles and responsibilities, covering the Corporate Governance and Sustainability Committee, the Sustainability Working Team, the Risk Management function, Internal Audit, and operational-level staff. This enables comprehensive oversight and promotes meaningful stakeholder engagement across all stakeholder groups, including throughout the Company's supply chain.

In this regard, the Company has conducted comprehensive Human Rights Due Diligence (HRDD) covering all activities and functions across the organization. The Company applies the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work as key frameworks for human rights management. This includes risk management planning, monitoring and follow-up, and enhanced assessment of high-sensitivity issues to ensure effective and continuous risk mitigation.

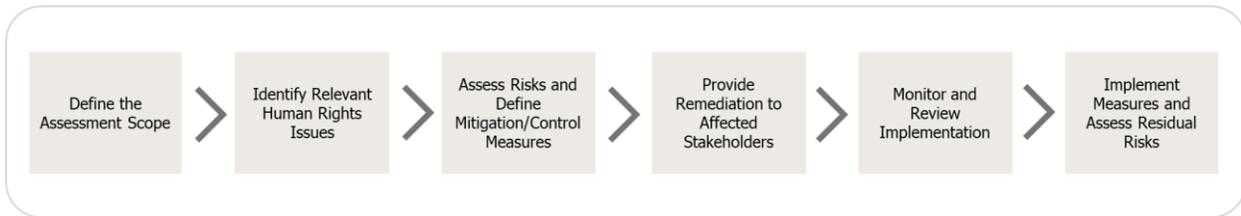
The Company's human rights approach includes the following:

- The Company prioritizes labor rights across its operations and value chain, in compliance with applicable laws in the jurisdictions where the Company and its business partners operate. These commitments are embedded in key documents and policies, such as the Code of Conduct, Supplier Code of Conduct, employment policy, compensation policy, occupational health, safety and working environment policy, and the whistleblowing and grievance policy.
- The Company respects human rights equally throughout the value chain and does not discriminate on the basis of race, nationality, ethnicity, gender, language, age, skin color, physical differences/disability, religion, culture, beliefs, political opinions, educational background, or social status.
- The Company promotes respect for human rights among stakeholders across its value chain, including employees, business partners, suppliers, suppliers' workers, service providers, contractors, customers, communities, society, and the environment.
- The Company prohibits the use of child labor and forced labor in all processes and throughout its supply chain.
- The Company considers occupational health, safety and working environment for both internal and external workers to prevent accidents and protect worker welfare across all parts of the value chain.
- The Company supports employment opportunities for vulnerable groups, including persons with disabilities and the elderly, to enhance access to decent work and stable income, contributing to the Sustainable Development Goals (SDGs) at both national and global levels.
- The Company operates with a commitment to consumer responsibility, covering product and service quality, product safety, and service safety.
- The Company maintains an open, transparent, and accessible grievance and whistleblowing mechanism, enabling external communities and society to raise concerns or report potential human rights violations effectively.

### Human Rights Due Diligence (HRDD) Process



### Human Rights Due Diligence (HRDD) Risk Assessment Process



Human Rights Risk Issues	
<b>Employment</b>	<ul style="list-style-type: none"> <li>• Employment, employee welfare and compensation</li> <li>• Workplace accidents arising from operations</li> <li>• Freedom of association and collective bargaining</li> <li>• Discrimination</li> <li>• Protection of employees' personal data</li> <li>• Safe and hygienic working conditions</li> </ul>
<b>Community and Society</b>	<ul style="list-style-type: none"> <li>• Incidents/accidents arising from the Company's operations</li> <li>• Spread of infectious diseases / epidemics</li> <li>• Waste management</li> <li>• Community engagement/participation</li> </ul>
<b>Supply Chain and Business Partners</b>	<ul style="list-style-type: none"> <li>• Supply Chain / Business Partners</li> <li>• Child labor / forced labor and vulnerable groups in the supply chain (business partners/suppliers)</li> <li>• Business partners'/suppliers' code of conduct</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>• Use of chemicals related to the Company's operations</li> <li>• Control of environmental pollution arising from operations</li> <li>• Management of waste generated from operations</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Customer health and safety</li> <li>• Responsible communication and information provision to customers</li> <li>• Customer data protection and privacy</li> </ul>
<b>Safety and Security Management</b>	<ul style="list-style-type: none"> <li>• Employee work practices/operations</li> <li>• Maintaining safety and security</li> </ul>

## Human Rights Risk Assessment and Mitigation

Based on the human rights risk assessment, the Company identified an overall moderate level of risk, primarily related to workplace accidents. Nevertheless, the Company has established risk management measures to mitigate potential impacts on human rights and employee well-being as follows:

- Implement existing measures and regularly review current programs on a continuous basis.
- Provide job-specific safety training and strengthen a company-wide safety culture.
- Conduct communications to ensure employees understand the Company's human rights-related risks and expectations.
- Set a target to become a Zero Accident Organization.

## Targets and Performance 2024

### Targets (0%)

- No complaints or incident reports related to human rights violations.
- No cases of discrimination or harassment within the organization.
- No human rights risks were identified across the Company's value chain.

Item	Performance
Complaints or incident reports related to human rights violations	0
Cases of discrimination and harassment within the organization	0

Human Rights Risk Issues	
Employment	<ul style="list-style-type: none"> <li>• Employment, employee welfare, and compensation</li> <li>• Workplace accidents</li> <li>• Freedom of association and collective bargaining</li> <li>• Non-discrimination</li> <li>• Protection of employees' personal data</li> <li>• Safe and hygienic working conditions</li> </ul>
Community and Society	<ul style="list-style-type: none"> <li>• Accidents arising from the Company's operations</li> <li>• Impact of epidemic or contagious diseases</li> <li>• Waste management</li> <li>• Community engagement</li> </ul>
Supply Chain / Suppliers	<ul style="list-style-type: none"> <li>• Child labor / forced labor among supplier groups</li> <li>• Ethical conduct of suppliers</li> </ul>
Environment	<ul style="list-style-type: none"> <li>• Use of chemicals related to the Company's operations</li> <li>• Control of environmental impacts arising from operations</li> <li>• Waste management from the Company's operations</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Customer health and safety</li> <li>• Responsible treatment of customers</li> <li>• Protection of customer data</li> </ul>
Security Management	<ul style="list-style-type: none"> <li>• Employee conduct</li> <li>• Maintenance of security and safety</li> </ul>

Based on the human rights risk assessment, the Company was found to have a moderate level of risk, primarily relating to workplace accidents. Nevertheless, the Company has established risk management measures to mitigate potential impacts on human rights and employees' well-being, as follows:

- Implement existing measures and regularly review current programs
- Conduct position-specific safety training programs and promote a safety culture throughout the organization
- Communicate to employees to ensure understanding of the Company's human rights-related risks
- Set a target to become a Zero Accident Organization

#### Targets and Performance Results for the Year 2024

##### Target (0%)

- No complaints or reports related to human rights violations
- No incidents of discrimination or harassment occurring within the organization
- No risks identified related to human rights and the Company's value chain.

Target	Performance Result
No complaints or reports related to human rights violations	0
No incidents of discrimination or harassment occurring within the organization	0