

Human Rights Management Policy

(Human Rights and DE&I)

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Revision History

[illegible]

CHAPTER 1. General Principles

Article 1 (Purpose)

Human rights are fundamental freedoms inherent to all individuals, Kolon ENP (hereinafter “the Company”) recognizes and respects human rights as universal and inviolable values. The Company acknowledges that respect for human rights is a cornerstone of sustainable corporate management and the starting point for fulfilling social responsibility.

Based on this philosophy, the Company upholds and adheres to the basic human rights articulated in international human rights standards including the Universal Declaration of Human Rights, UN Global Compact, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, Convention on the Rights of the Child, core labor standards ratified by the ILO, and the applicable laws and regulations of the countries in which the Company operates.

Article 2 (Scope of Application)

This policy applies to all employees of the Company, including executives, regular, and non-regular staff, across both domestic workplaces and overseas subsidiaries. All employees shall comply with this guideline when interacting with suppliers, dealers, and service partners. Furthermore, the Company encourages all business partners and stakeholders within the value chain to respect and follow the principles outlined in this Human Rights Management Policy.

Chapter 2. Operational Guideline

Article 3 (Prohibition of Forced Labor)

The Company does not restrain mental or physical freedom or force employees to work against their will. During the recruitment process, no fees, deposits, or other employment-related costs are charged to employees. The Company does not retain or confiscate original documents such as passports, identification cards, or work permits.

Article 4 (Prohibition of Child Labor)

The Company is in compliance with national and regional laws of each country on minimum age of employment and imposes the ban on the labor of children under the age of 15 at all sites. When the Company hires children aged under 18, the Company makes sure that they are not involved in any dangerous or harmful work for the sake of safety in line with labor relations acts and laws.

Article 5 (Compliance with Working Hours)

The Company abides by regulations on regular and overtime working hours and holidays, and days off stipulated by national and regional laws.

Article 6 (Wages and Working Conditions)

The Company follows regulations on wages and working conditions, including minimum wages and overtime pay specified in national and regional laws.

Article 7 (Humane Treatment)

The Company promotes a safe workplace free from harassment, verbal abuse, coercion, or any inhumane treatment. All employees are treated with dignity and respect.

Article 8 (Non-Discrimination)

The Company gives all of its employees and applicants fair opportunities in terms of personnel operation, including employment, promotion, training, compensation, welfare benefits, work allocation, retirement, and termination. The Company does not discriminate against them on the basis of gender, age, race, ethnicity, nationality, skin color, religion, disability, place of origin, marital or pregnancy status, family background, political beliefs, social status, sexual

orientation, gender identity and expression, union affiliation. Furthermore, diversity, equity, and inclusion (DE&I) are core to our organizational culture. The Company is committed to foster an inclusive environment where all employees are respected for their identities and opinions and are empowered to realize their full potential.

Article 9 (Freedom of Association)

The Company guarantees the freedom of association and collective bargaining in accordance with national and regional laws. The Company does not give disadvantage to employees for a reason for organizing, joining a labor union, and being involved with a labor union.

Article 10 (Responsible Supply Chain Management)

The Company conducts fair and transparent transactions without exploiting superior bargaining positions. The Company supports and encourages our suppliers and business partners to practice human rights and ethical management.

Article 11 (Personal Data Protection)

The Company protects the personal information of stakeholders, including customers, in accordance with the laws and regulations of each country and region. The Company implements and continuously improves a range of technical and physical safeguards to protect customer information collected during business operations.

Article 12 (Occupational Health and Safety)

The Company is committed to continuously preventing workplace accidents and providing an optimal work environment. The Company strives to ensure a safe and clean working environment to protect and maintain employee health.

Article 13 (Environmental Rights)

The Company strives to minimize the environmental and climate-related impacts of our business operations on local communities. The Company commits to continuous improvement through initiatives such as greenhouse gas reduction and resource conservation. The Company sticks to the principle of preventive approaches in order to protect local residents from difficulties caused by harmful substances and noises while providing a means of remedy for affected individuals or groups in areas where the Company operates business.



Article 14 (Protection of Local Communities)

The Company respects and protects the rights to life, the freedom of movement, the right to safety and property ownership of local residents in areas where the Company operates business.

Chapter 3. Implementation Measures

Article 15 (Governance)

The Company establishes an enterprise-wide governance structure to systematically implement human rights management. Human rights-related tasks are carried out under the sustainability management committee, which reports directly to the CEO. In the event of critical human rights issues, immediate reporting is made to the highest decision-maker, while regular matters are continuously monitored by the HR Team. In addition, the Company operates an effective implementation system through close collaboration with relevant departments.

Article 16 (Human Rights Risk Assessment)

The Company regularly conducts human rights due diligence to ensure the effective protection of the rights of both employees and external stakeholders. The due diligence process includes identifying and assessing human rights risks, establishing and implementing mitigation plans, monitoring (including effectiveness evaluations), and reporting and disclosing results. Outcomes of the due diligence are reported to the highest decision-maker. The HR Team is authorized to establish and revise detailed standards related to the human rights due diligence process.

Article 17 (Human Rights Training and Awareness)

The Company provides regular human rights training for employees and ensures transparent communication of its human rights policies and implementation plans to internal members and stakeholders. The Company strives to offer training and guidance to suppliers and business partners to enhance awareness of human rights throughout the value chain.

Article 18 (Grievance Mechanism)

Any individual who has experienced or witnessed a human rights violation may report it via the Company website. The HR Team will investigate confidentially and promptly, documenting

findings and taking appropriate action. This reporting channel is open to all employees and external stakeholders with guaranteed anonymity and accessibility.