

Hanwha Vision Human Rights

Management Policy

Enacted: May 1, 2026

Chapter 1. General Provisions

Article 1 (Purpose)

The purpose of this Policy is to establish and implement policies regarding the protection and promotion of human rights of all stakeholders, including executives and employees of Hanwha Vision Co., Ltd. (hereinafter referred to as the "Company"), and to prescribe other necessary matters. Through this Policy, the Company aims to comply with international human rights standards and norms, such as the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child, and continuously improve its human rights protection system.

Article 2 (Scope of Application)

This Policy applies to all members of domestic and overseas business sites (Headquarters, R&D Center, overseas manufacturing corporations, and sales corporations) and subsidiaries. Furthermore, the Company recommends that suppliers within its value chain comply with this Policy, and stakeholders shall participate in human rights protection activities and cooperate in implementing the Policy.

Article 3 (Definitions)

The terms used in this Policy shall be defined as follows:

- ① "Human rights" refer to the dignity, value, freedom, and rights of human beings guaranteed by the Constitution and laws, or recognized by international human rights treaties and international customary law ratified or acceded to by the Republic of Korea.
- ② "Human rights management" means that the Company values and protects human dignity and worth in conducting its business activities.
- ③ "Executives and employees" refer to executives and employees (including non-regular workers) who work for the Company.

- ④ "Employee" refers to an employee as defined under Article 2, Paragraph 1 of the Labor Standards Act.
- ⑤ "Stakeholder" refers to any organization or individual that has a relationship with the Company and is affected by or involved in the Company's business activities, including customers, suppliers, and local residents.
- ⑥ "Supplier" includes all subsidiaries, invested companies, and trading partners that have a business relationship with the Company.
- ⑦ "Human rights violation" refers to any act that infringes upon human dignity and worth, including verbal or physical violence, sexual harassment and bullying, discrimination and forced labor, violation of safety and environmental rights, and infringement of privacy, occurring within the Company or among various stakeholders, regardless of hierarchical relationships. It also includes adverse personnel actions, identity exposure, and defamation (including damage caused via information and communications networks) against victims of human rights violations, informants, witnesses, or others cooperating in investigations (hereinafter referred to as "informants, etc.") on the grounds of such reporting.

Chapter 2 General Principles of Human Rights Management

Article 4 (Prohibition of Discrimination in Employment and Respect for Diversity)

- ① The Company prohibits discrimination in employment based on race, gender, religion, region of origin, marital status, age, academic background, kinship, regional ties, school ties, physical conditions, social status, etc., and respects diversity.
- ② The Company shall not unfairly discriminate against non-regular workers.

Article 5 (Guarantee of Freedom of Association and Collective Bargaining)

- ① The Company guarantees that employees may freely form and join labor unions.
- ② The Company shall not subject employees to any discrimination or disadvantage on the grounds of their membership in a labor union or their legitimate union activities.
- ③ The Company shall provide employee representatives with the information

necessary to perform their legitimate activities as employee representatives.

- ④ The Company guarantees the fundamental rights of employees, including the right to organize, the right to collective bargaining, and the right to collective action, and shall respond in good faith to requests for collective bargaining from employee representatives or labor unions.

Article 6 (Compliance with Working Conditions and Guarantee of Fundamental Labor Rights)

- ① Based on the labor laws and regulations of the countries and regions where its business sites are located, the Company shall comply with working hour limits. The Company shall also manage overtime, night, and holiday work to ensure they are performed voluntarily and in accordance with the procedures and compensation standards set by relevant regulations.
- ② The Company shall provide statutory wages and welfare benefits in a timely manner, and strive to maintain reasonable wages at or above the level of a living wage to ensure the stable living and improved quality of life for its executives and employees.

Article 7 (Prohibition of Forced and Child Labor)

- ① The Company shall not engage in forced labor, prison labor, human trafficking, or any other form of involuntary labor against an employee's will, regardless of its type, nor shall it derive any commercial benefit therefrom.
- ② The Company shall not employ children who have not reached the minimum age for employment prescribed by international standards and the laws and regulations of the countries where its business is conducted. When legally employing minors, the Company shall guarantee their right to education and shall not assign tasks that are hazardous to their health and safety or that could compromise their morals.

Article 8 (Protection of Human Rights in the Workplace)

- ① The Company bears an active obligation to protect human rights to ensure the human dignity of all executives and employees, including their personal rights, right to health, and right to rest.
- ② The Company shall take preventive measures to ensure that all executives and employees do not engage in verbal or physical violence, sexual harassment, or workplace bullying against one another, regardless of hierarchical relationships.

- ③ The Company shall provide necessary accommodations to support employees with disabilities in performing their duties, and shall take care to prevent any discrimination based on disability.

Article 9 (Ensuring Occupational Safety)

- ① The Company shall provide a safe and healthy working environment for its executives and employees, prevent occupational disasters, and take appropriate measures in accordance with relevant laws for accidents or illnesses occurring during work.
- ② In conducting its business, the Company shall establish systems and environments that ensure the safety of its stakeholders.

Article 10 (Protection of Environmental Rights and Climate-Related Human Rights)

- ① The Company shall comply with domestic and international environmental laws and regulations and strive for environmental protection and pollution prevention.
- ② The Company shall do its best to engage in preventive activities to ensure that residents in the areas where its business is conducted do not suffer from various grievances, including hazardous substances and noise.
- ③ The Company shall establish and maintain an environmental management system and continuously disclose relevant information internally and externally.

Article 11 (Protection of Information Human Rights)

The Company protects the personal information of all stakeholders, including executives and employees of the Company, acquired during the conduct of its business in accordance with personal information-related laws and regulations, such as the Personal Information Protection Act.

Article 12 (Establishment of Human Rights-Friendly Relationships with Suppliers)

- ① The Company guarantees equal opportunities for all suppliers and engages in transparent and fair transactions.
- ② The Company maintains cooperative relationships with suppliers based on mutual trust, and does not engage in unfair management interference, rude words or behavior using its superior position, or unfair actions.
- ③ The Company monitors and manages human rights-related risks within the supply chain and provides necessary support to prevent risks in advance.

Article 13 (Protection of Customer Human Rights)

- ① The Company shall manage its products and services to ensure they do not cause harm to the lives, health, or safety of customers.
- ② In order to protect the customers' right to know, the Company shall disclose information on its products and services within the legally disclosable scope.
- ③ The Company shall thoroughly collect and manage information to protect customer privacy.

Article 14 (Protection of Human Rights of Local Residents)

The Company respects and protects the local residents' right to life, freedom of residence and movement, right to safety, and property rights in the areas where its business is conducted.

Article 15 (Remedial Measures)

The Company shall take prompt and appropriate remedial measures against any human rights violations occurring in the course of conducting its business.

Chapter 3 Human Rights Management System

Article 16 (Declaration of Human Rights Management)

The Company declares its commitment to human rights management to ensure human dignity and worth in its business activities, and executives and employees shall practice this by adopting it as a norm for human rights management and a standard for value judgment.

Article 17 (Establishment of Plans)

The Representative Director shall establish regular plans to effectively promote human rights management, and the plans shall include each of the following matters:

- ① Goals and basic direction of human rights management
- ② Implementation strategies and action plans for human rights management
- ③ Administrative matters for implementing human rights management
- ④ Details on the identification and assessment of human rights-related risk factors across overall business activities

- ⑤ Other matters necessary for the protection and promotion of human rights

Article 18 (Department in Charge of Human Rights Management)

- ① The Company shall designate a department in charge of human rights management (hereinafter referred to as the "Department in Charge") to efficiently implement human rights management.
- ② The duties of the Department in Charge shall be as follows:
 - 1. Matters concerning the establishment and implementation of human rights management plans;
 - 2. Matters concerning the establishment and implementation of human rights management plans;
 - 3. Matters concerning the issuance of human rights assessment reports;¹
 - 4. Matters concerning the operation and support of the Human Rights Management Committee; and
 - 5. Other matters deemed necessary by the Representative Director or the Human Rights Management Committee.
- ③ The Department in Charge shall periodically conduct human rights violation assessment surveys and monitoring targeting internal and external stakeholders to investigate the status of human rights violations, awareness, etc., within the Company.
- ④ The Department in Charge shall establish and implement necessary measures to prevent human rights violations and the recurrence of such incidents.

Article 19 (Chief Human Rights Management Officer)

- ① The Company shall designate the Compliance Officer appointed pursuant to Article 542-13 of the Commercial Act as the Chief Human Rights Management Officer to ensure the smooth and effective operation of human rights management.
- ② The Chief Human Rights Management Officer shall have the authority over each of the following matters:
 - 1. Establishment and implementation of human rights management plans;
 - 2. Receipt, investigation, remedy, and closure procedures for human

¹ "Human Rights Assessment Report" means a comprehensive report summarizing the results of an assessment performed in alignment with the Human Rights Impact Assessment (HRIA) process required by the UN Guiding Principles on Business and Human Rights (UNGPs) and the Human Rights Management Guidelines of the National Human Rights Commission of Korea.

rights violation incidents; and
3. Other duties related to human rights management.

- ③ The Chief Human Rights Management Officer shall monitor whether Company policies and systems comply with human rights standards, and if a human rights violation occurs, request the Department in Charge and the relevant department to make improvements.

Article 20 (Human Rights Education)

- ① The Department in Charge shall regularly conduct human rights education at least once a year to enhance the human rights awareness of all executives and employees.
- ② In order to declare the Company's commitment to respecting human rights, the Department in Charge may conduct separate education targeting management, in addition to the education prescribed in Paragraph 1.
- ③ The Department in Charge may conduct human rights education for stakeholders, including suppliers, to foster and spread a culture of respect for human rights.

Article 21 (Implementation of Responsibilities to Respect Human Rights)

- ① The Company may take necessary measures to protect human rights and promote human rights-centered values, and may support the human rights management activities of stakeholders.
- ② If an executive or employee of the Company commits a human rights violation against an executive or employee of a supplier, or if the Company becomes aware of a human rights violation within a supplier, the Company may demand the cessation of such act and take appropriate measures, such as disciplining the executive or employee or reporting the incident to relevant authorities.

Chapter 4 Human Rights Management Committee

Article 22 (Establishment and Functions)

- ① The Company shall establish the Human Rights Management Committee (hereinafter referred to as the "Committee") as the highest decision-making body for the effective promotion of human rights management.

- ② The Committee shall deliberate on and resolve each of the following matters for the protection and promotion of human rights of stakeholders, including executives and employees:
 - 1. Matters concerning the establishment of human rights management plans;
 - 2. Matters concerning systems and policies related to human rights management;
 - 3. Matters concerning human rights implementation and monitoring obligations, including human rights assessments (human rights due diligence);
 - 4. Matters concerning the remedy of human rights violations and measures to prevent their recurrence; and
 - 5. Other matters determined by the Chairperson as requiring deliberation.

Article 23 (Composition and Operation)

- ① The Committee shall consist of around 10 members, including one Chairperson.
- ② The Chairperson of the Committee shall be the Representative Director, and the Committee members shall be appointed by the Chairperson from among the members of the Company's Compliance Committee recommended by the head of the Department in Charge. Provided, however, that external experts and stakeholders recommended by the Chief Human Rights Management Officer may be additionally appointed as members.
- ③ The Committee shall have the head of the Department in Charge as its secretary to efficiently promote the duties of the Committee, and the secretary shall handle the administrative affairs concerning the Committee.
- ④ When deemed necessary, the Chairperson may request a person who is not a member of the Committee to attend a meeting to hear explanations or statements of opinion on an agenda item, and may request the submission of relevant materials.

Article 24 (Convocation and Method of Resolution)

- ① Meetings of the Committee shall be divided into regular meetings and extraordinary meetings; regular meetings may be held at least once a year, and extraordinary meetings may be held when an urgent agenda item needs to be introduced.
- ② The Chairperson shall represent the Committee and oversee its overall duties.
- ③ If the Chairperson is unable to perform their duties due to unavoidable

reasons, a member shall act on behalf of the Chairperson in accordance with the official order of rank.

- ④ Meetings of the Committee shall be convoked at the request of the Chairperson or one-third or more of the current members.
- ⑤ Resolutions of the Committee shall be passed by the attendance of a majority of the current members and the concurrent vote of a majority of the members present. In the event of a tie, the Chairperson shall have the deciding vote.
- ⑥ The Committee may resolve in writing on agenda items that are minor or require urgent handling.
- ⑦ A member who has a conflict of interest in an agenda item for resolution by the Committee shall be excluded from the discussion of the relevant agenda item, and shall not be counted toward the quorum for a resolution.

Article 25 (Prohibition of Divulging Confidential Information)

Members and related persons who attend a meeting of the Committee shall not divulge any confidential information obtained in connection with the Committee.

Article 26 (Term of Office and Termination of Appointment of Members)

- ① The term of office for the Chairperson and internal members shall be the period during which they hold their respective positions, and the term for external members shall be two years, which may be renewed.
- ② The Company may terminate the appointment of a member even before the expiration of their term of office if the member falls under any of the following items:
 - 1. If the member violates Article 25 and divulges confidential information obtained in the course of their duties;
 - 2. If the member has difficulty performing their duties due to illness, accident, or other health reasons;
 - 3. If the member expresses their intention to resign;
 - 4. If the member is implicated in a human rights violation; or
 - 5. If the member is otherwise deemed unsuitable to perform the relevant duties due to negligence of duties, damage to dignity, etc.

Chapter 5 Human Rights Due Diligence

Article 27 (Overview of Human Rights Due Diligence)

The Company shall establish systematic procedures to conduct human rights assessments and respond to identified risks. Identified human rights risks shall be managed through preventive, mitigating, and remedial measures, and the implementation status of such measures shall be continuously monitored. Furthermore, the Company shall realize responsible management by transparently disclosing its human rights management activities and assessment results to stakeholders.

Article 28 (Human Rights Due Diligence Procedures)

- ① (Risk Identification) In order to identify human rights risks, the Company shall constantly collect human rights-related issues through grievance redress channels and internal reporting systems. In addition, the Company shall conduct surveys and checklist-based self-assessments targeting executives and employees to identify major human rights risks and derive areas requiring management.
- ② (Establishment of Countermeasures) The Company shall establish preventive, mitigating, and remedial measures for human rights risks identified through human rights assessments and reflect them in its business activities. The Company shall monitor whether the measures are implemented and establish additional improvement plans for any deficiencies. When a human rights violation occurs, the Company shall respond promptly and fairly by establishing victim-centered remedy and compensation procedures.
- ③ (Monitoring) In order to continuously monitor the effectiveness of countermeasures against human rights risks, the Company shall regularly check the status of human rights management implementation. The monitoring system shall be strengthened through quantitative and qualitative key performance indicators (KPIs) and the designation of departments in charge.
- ④ (Communication and Reporting) The Company shall document information on the process and major results of human rights due diligence and disclose its human rights management activities and achievements to stakeholders. The Company shall report regularly, including assessment results, status of measures taken, and improvement plans, and collect and reflect the opinions of stakeholders.

Article 29 (Operation of Human Rights Due Diligence)

- ① The Department in Charge shall oversee the issuance of human rights assessment reports and may request relevant departments to provide necessary data, and each department shall cooperate in good faith.
- ② The Department in Charge shall report the results of the human rights

assessment report to the Committee, and the Committee shall deliberate on and adopt the results of the human rights assessment.

- ③ The Company shall establish and implement separate plans for the detailed procedures and methods of human rights assessments depending on the case, and may outsource the implementation to an external specialized institution.

Chapter 6 Reporting and Remedy of Human Rights Violations

Article 30 (Remedy of Human Rights Violations)

- ① Anyone who has suffered a human rights violation or becomes aware of a human rights violation against another person may report it through various methods, including the Compliance Sinmoongo (Whistleblowing Hotline) on the Company website, the Compliance Support System, the Online Grievance Redress Center, or the person in charge of human rights violation prevention (hereinafter referred to as "Reporting Channels"). In order to protect informants, anonymous reporting channels shall also be operated alongside.
- ② The procedures and methods for the remedy of human rights violations shall follow Article 29, but detailed matters shall be managed by establishing separate guidelines.

Article 31 (Procedures and Methods for Remedy of Human Rights Violations)

- ① The Company shall establish and operate a Grievance Redress Center to handle the receipt, investigation, and follow-up measures of human rights violation reports, as well as to conduct human rights compliance monitoring activities.
- ② The Grievance Redress Center shall have at least one male and one female officer in charge of receiving and counseling human rights violation incidents (hereinafter referred to as the "Officer in Charge of Human Rights Violation Prevention").
- ③ The Grievance Redress Center shall monitor whether secondary victimization occurs during the investigation of a received human rights violation incident, and shall take protective measures for the victim, including prompt separation of the work and workspace of the victim and the perpetrator, and the cessation of the human rights violation.
- ④ The identity of informants and related persons shall be protected, and the confidentiality of the reported contents shall be guaranteed. No disadvantage shall occur on the grounds of reporting, counseling, or cooperating in an investigation; if any disadvantage or secondary

victimization occurs due to the reporting, immediate corrective actions shall be implemented.

- ⑤ The department operating the Grievance Redress Center shall immediately share any occurrence of a human rights violation report with the Department in Charge and the Chief Human Rights Management Officer, and shall report the final results to the Committee after completing necessary measures, such as counseling, investigation, and follow-up actions. Provided, however, that if the department operating the Grievance Redress Center or the Chief Human Rights Management Officer deems the matter significant, they shall immediately report the incident to the Committee and proceed with handling the case in accordance with the Committee's recommendations.
- ⑥ For the use of the Compliance Sinmoongo channel on the website or the receipt of external human rights violation incidents, the Department in Charge shall receive the reports and transfer them to the Grievance Redress Center or relevant departments to support the progress of investigation and remedy procedures.

Primary Reporting Channels

- (Internal) HanwhaVision Cleverse ► HR System
 ► Smart Grievance Redress Center
- (External) Hanwha Vision Website: Ethical Management Reporting Channel
 Email: audit.techwin@hanwha.com

Chapter 7 Supplementary Provisions

Article 32 (Minutes of Meetings)

The progress and results of the Committee's meetings shall be recorded in the minutes, signed by the attending members, and kept by the Department in Charge.

Article 33 (Amendment)

Any amendment to these Regulations shall be subject to a resolution of the Committee.

Article 34 (Miscellaneous)

Matters not prescribed in these Regulations shall be governed mutatis mutandis by relevant laws, regulations, and various internal rules of the Company.

Addenda (May 1, 2026)

This Policy shall be enacted and take effect as of May 1, 2026.

Hanwha Vision Co., Ltd.

CEO Kee-chul Kim

