
Human Right Policy of DOOWON ELECTRONICS

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a. Purpose of Enactment

DOOWON ELECTRONICS declares this Human Rights Policy to actively implement human rights management, prevent human rights violations arising from business operations, and mitigate related risks. To fulfill human rights management, DOOWON ELECTRONICS complies with international standards and guidelines related to human rights and labor.

b. Scope of Application

This Human Rights Policy applies to all executives and employees of DOOWON Electronics, including full-time, part-time, and temporary staff, at domestic and overseas subsidiaries. Additionally, DOOWON ELECTRONICS employees must adhere to this policy when dealing with suppliers and sales/service organizations, and further encourage all stakeholders in business relationships to respect this policy.

If any part of this policy conflicts with the laws and regulations of the local country, the local laws take precedence. The policy may be revised to reflect the laws and industry characteristics required by the respective country, and separate detailed policies may be established if necessary. Except for special provisions in local laws, organizational bylaws, or internal regulations, all DOOWON ELECTRONICS employees shall perform their duties according to this Human Rights Policy.

c. Human Rights Risk Management System

DOOWON ELECTRONICS establishes internal systems necessary for implementation under this Human Rights Policy to respect the human rights of all employees and resolve risks. The company regularly evaluates and improves human rights risks and sufficiently shares the results with stakeholders. The human rights management organization at DOOWON ELECTRONICS implements the risk management system in good faith, periodically reviews the human rights management procedures, and actively reflects social changes to revise the management system accordingly.

2. Basic Principles

Article 1. Prohibition of Discrimination

DOOWON ELECTRONICS does not discriminate against any employee or executive in employment-related matters such as recruitment, hiring, promotion, training, wages, and benefits based on gender, race, ethnicity, nationality, religion, disability, age, pregnancy and childbirth, family status, social status, political views, or any other grounds without reasonable cause. The company fosters an organizational culture that respects employee diversity.

Article 2. Compliance with Working Conditions

DOOWON ELECTRONICS complies with the statutory working hours of each country where it operates and pays all employees fair wages together with detailed pay statements. The company also provides sufficient training opportunities and an appropriate work environment to support employees' skill development and quality of life.

Article 3. Humane Treatment

DOOWON ELECTRONICS respects the privacy of all employees, strictly protects personal information, and does not subject anyone to mental or physical coercion, abuse, or unfair treatment.

Article 4. Guarantee of Freedom of Association and Collective Bargaining

DOOWON ELECTRONICS respects the labor laws of the countries where this Human Rights Policy applies and ensures sufficient communication opportunities for all employees.

Article 5. Prohibition of Forced Labor and Child Labor

DOOWON ELECTRONICS prohibits any acts of violence, threats, or confinement toward employees and does not force labor against employees' free will through demands such as requiring identification or visas. Child labor is strictly prohibited in principle, and for young workers, measures are taken to ensure that work does not interfere with their educational opportunities.

Article 6. Assurance of Industrial Safety

DOOWON ELECTRONICS regularly inspects workplace facilities, equipment, and tools to ensure that all employees can work in a safe environment, and establishes appropriate measures and support systems for the prevention of physical and mental risks and for post-incident care.

Article 7. Protection of Human Rights of Local Residents

DOOWON ELECTRONICS ensures that all employees pay careful attention to preventing any infringement on the human rights of local residents during their work, and protects the rights of local residents to safety, health, and freedom of residence.

Article 8. Protection of Customer Human Rights

DOOWON ELECTRONICS requires all employees to prioritize the protection of customers' lives, health, and property when providing products and services, and to take the utmost measures to safeguard personal information collected through business activities.

3. System Establishment

a. Governance Establishment

① Human Rights Management Responsibility

DOOWON ELECTRONICS ensures that a committee or management meeting involving the top decision-maker or decision-makers from key departments, or a working-level meeting led by the human rights management team's decision-makers, supervises and manages the progress of human rights management. The roles and responsibilities of such committees or meetings may include:

1. Reviewing the enactment and revision of human rights policies,
2. Providing opinions on the revision of related internal regulations such as personnel systems, employment rules, and audit standards,
3. Conducting human rights risk assessments and recommending actions based on results,
4. Directing investigations into human rights violation cases and deliberating remedial measures,
5. Other matters deemed necessary to protect human rights.

② Implementation of Human Rights Management

DOOWON ELECTRONICS establishes a dedicated human rights management organization to carry out related tasks. The responsibilities of this organization may include:

1. Drafting and revising human rights policies,
 2. Developing human rights management implementation plans,
 3. Conducting human rights risk assessments,
 4. Operating grievance channels,
 5. Conducting internal education and reporting, and managing external communication.
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b. Operation of Grievance Procedures

① Reporting and Receiving Human Rights Violations

DOOWON ELECTRONICS operates channels for receiving reports from employees, other individuals, or groups (reporters) who have experienced human rights violations or are aware of human rights risks. When receiving a report, the relevant department(s) should discuss specific remedial measures for the reported case, taking into account the individual characteristics of each report.

② Handling of Human Rights Violation Reports

DOOWON ELECTRONICS seeks the best possible remedial measures for reported cases by referencing court precedents, relevant authorities' regulations, past internal handling practices, and industry standards, with support from the legal department. If a case significantly affects the freedom and rights of the victim or poses a high risk to the company's reputation, the remedial measures may

be discussed in a committee, management meeting, or working-level meeting involving top decision-makers

③ Protection of Reporter's Identity

DOOWON ELECTRONICS prohibits all employees from disclosing or revealing the identity or any information that could lead to the identification of the reporter to others. Information related to the report, including details of the victim, the incident, remedial procedures, and outcomes, must be kept confidential. Furthermore, necessary measures shall be taken to ensure that reporters who disclose human rights violations or risks do not suffer any disadvantages as a result of their reporting.

c. Education and Dissemination

① Human Rights Management Training

DOOWON ELECTRONICS conducts human rights management training aimed at enhancing employees' understanding and awareness of human rights, as well as communicating the company's internal human rights management direction and implementation plans. Through this training, discriminatory behavior among employees is prohibited, and employees are encouraged to actively report any identified human rights violations or risks.

② Dissemination of Human Rights Management

DOOWON ELECTRONICS ensures that information regarding human rights policies, implementation plans, human rights risk assessment procedures, and results are shared not only within the company but also with suppliers, sales/service organizations, and other related parties. The sharing method uses the most appropriate channels (audio, video, written, etc.) and formats (Korean, English, etc.) to allow easy access to human rights management information by members of these organizations.

4. Risk Management

a. Risk Assessment

① Development of Assessment Indicators

DOOWON ELECTRONICS develops and operates inspection and audit indicators based on the fundamental principles of this Human Rights Policy to evaluate human rights risks related to working environment, working conditions, workforce management, industrial safety, local residents, and customers.

② Operation of the Assessment Process

DOOWON ELECTRONICS operates an assessment process targeting organizations within the scope of this Human Rights Policy to identify occurrences of human rights violations and the potential for human rights risks. To ensure objectivity in document reviews and on-site audits, independent third-party audits may be conducted. For any 'high-risk' or 'non-compliance' findings discovered through document reviews, on-site audits, or third-party audits, immediate corrective actions or improvement plans may be requested.

b. Implementation of Risk Improvement

① Derivation and Consultation of Improvement Plans

Based on the results of human rights risk assessments, DOOWON ELECTRONICS establishes improvement measures and implementation plans. The head office, domestic and overseas production and sales subsidiaries, affiliates and sub-subsidiaries, suppliers, sales/service organizations, and other related parties subjected to the risk assessment shall derive concrete action tasks to implement the improvement measures.

② Monitoring of Implementation Status

DOOWON ELECTRONICS continuously monitors whether the responsible personnel of the organizations undergoing human rights risk assessments faithfully and smoothly implement the mutually agreed improvement measures. Regular communication is maintained to ensure detailed tasks proceed on schedule and expected deliverables are secured timely. If it is anticipated that improvement measures will not be implemented, necessary actions may be taken.

c. Disclosure of Status and Results

① Reporting to Key Decision Makers

DOOWON ELECTRONICS reports meaningful insights, significant risks, and improvement measures identified through human rights risk assessments to key decision-making bodies such as committees, management meetings, and working-level meetings. The reports approved by such committees or decision-makers may be shared with relevant departments to enhance the effectiveness of human rights management efforts.

② External Disclosure

DOOWON ELECTRONICS discloses information on human rights violation reports, human rights risk assessment results, and risk mitigation and improvement measures through appropriate channels such as its website, integrated reports, sustainability reports, or a separate human rights white paper. The disclosure channels are selected to ensure that employees and other stakeholders can easily access and clearly understand the information.