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**YOUNG POONG Human Rights Management Policy**

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**YOUNG POONG Co., Ltd.**

## **1. Purpose**

YOUNG POONG establishes this Human Rights Management Policy to promote mutual respect and cooperation among all employees and stakeholders, implement human rights-friendly management, and manage the risks of human rights violations. This policy is based on international standards such as Universal Declaration of Human Rights and 10 Principles of the UN Global Compact.

## **2. Scope of Application**

This Human Rights Management Policy applies to all employees of YOUNG POONG. Employees must comply with this policy in all dealings with partners, suppliers, and other stakeholders. YOUNG POONG also encourages all stakeholders to observe and adhere to this policy.

## **3. Basic Principles**

### **Article 1. Ban on Child and Forced Labor**

YOUNG POONG strictly prohibits child labor. The company complies with the minimum age for employment set by national and local laws and under no circumstances exposes children to harmful or hazardous working conditions. Furthermore, any type of forced labor is tolerated in hiring employee. All work should not go against the will of employees, and YOUNG POONG does not supplied manpower from companies involved in illegal child or forced labor, and immediate action will be taken if recognized afterwards.

### **Article 2. Ban on Discrimination**

YOUNG POONG strictly prohibits any form of unfair discrimination based on gender, sexual orientation, race, ethnicity, nationality, religion, disability, age, political opinion, or any other status. All members of the organization are treated fairly and with respect for their dignity.

### **Article 3. Humane Treatment**

YOUNG POONG prohibits all forms of workplace bullying, sexual harassment, and any other behavior that causes physical or psychological harm or deteriorates the working environment, such as abusive instructions or verbal violence. Victims can report such incidents through the company's grievance channel, and YOUNG POONG ensures impartial investigations and protective measures for the victims.

### **Article 4. Reinforcing Conflict Mineral Management**

YOUNG POONG acknowledges the unethical mining practices in conflict regions (as defined by the EU CAHRAs), such as the Democratic Republic of the Congo and its neighboring countries, involving human rights violations and environmental destruction. The company does not use 3TG conflict minerals (tin, tantalum, tungsten, gold).

#### **Article 5. Compliance with Working Conditions**

YOUNG POONG complies with labor laws regarding working hours in all countries and regions of operation. All overtime work is voluntary and appropriately compensated. Furthermore, the company strives to provide a healthy and supportive working environment to enhance employee welfare.

#### **Article 6. Guarantee of Freedom of Association and Collective Bargaining**

YOUNG POONG respects the rights to freedom of association and collective bargaining as guaranteed by labor laws in each country or region. The company supports employees' freedom to form or join labor unions and prohibits any form of unfair treatment or discrimination due to union activities. YOUNG POONG also respects and faithfully implements agreements reached through collective bargaining.

#### **Article 7. Occupational Safety and Health Act**

YOUNG POONG faithfully implements its safety and health management policy and strives to provide a safe working environment. Regular inspections and maintenance are conducted on facilities and equipment, and appropriate protective gear and safety training are provided for employees working in hazardous environments. In the event of an occupational illness or workplace accident, YOUNG POONG commits to prompt action, including cause analysis and preventive measures. The company also ensures that its partners take actions to prevent industrial accidents.

#### **Article 8. Protection of Personal Information**

YOUNG POONG takes all necessary measures to protect the personal information it collects through business activities, as well as the data of stakeholders, from unauthorized access, use, destruction, alteration, or disclosure.

#### **Article 9. Protection of the Human Rights of Local Residents and Vulnerable Groups**

All employees of YOUNG POONG must ensure that the human rights of local residents are not violated during business operations. The company strives to protect the rights of residents to safety,

health, and freedom of residence. Special efforts are made to protect the rights of vulnerable groups such as persons with disabilities and migrant workers.

#### **Article 10. Environmental Protection**

YOUNG POONG recognizes the right to a clean, healthy, and sustainable environment with nature as a fundamental human right. The company aims to manage and mitigate environmental risks arising from its business activities, promote the development and dissemination of eco-friendly technologies, and enhance the sustainable and efficient use of natural resources and energy.

#### **4. Supplementary Provision**

- ① This Human Rights Management Policy shall be enacted and implemented as of December 24, 2024.