

Hanwha Vision Human Rights Management Charter

As a trusted and respected company through the active practice of human rights management based on its corporate philosophy of commitment and integrity, Hanwha Vision Co., Ltd. declares respecting and protecting human rights of all stakeholders, including customers, employees, shareholders and investors, partner companies and local communities, as its utmost priority throughout all business activities. To this end, Hanwha Vision complies with international standards and norms on human rights, including the 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.

Hanwha Vision hereby declares this Human Rights Management Charter as follows.

1. Respect for Human Rights

One, we establish and implement systems and policies on human rights, including the human rights management system, to ensure human dignity and value are reflected in our business activities and embedded in our culture.

2. Prohibition of Discrimination

One, we do not discriminate during employment or work based on race, gender, religion, national origin, marital status, age, academic background, blood ties, regional ties, school ties, or social status etc., and we foster a corporate culture of mutual respect and consideration.

3. Guarantee of Fundamental Labor Rights

One, we comply with legal working hours of each country in which we operate and ensure fair wages are provided to all employees for their work. We also provide appropriate education and an optimal working environment to improve work-life balance and

capabilities of all employees.

4. Prohibition of Forced and Child Labor

One, we do not permit any form of employment, labor, forced labor, penal labor, or human trafficking of minors who have not reached the minimum working age established by local laws governing countries where we operate business as well as international standards.

5. Guarantee of Freedom of Association and Collective Bargaining

One, we ensure the freedom of association and collective bargaining in accordance with the constitution and laws to protect and promote human rights of our employees.

6. Guarantee of Industrial Safety

One, we create a sound and vibrant workplace by establishing an environment that puts employee safety and health first.

7. Preventing Workplace Bullying

One, we respect the dignity and diversity of our employees, proactively prevent human rights violations such as sexual harassment or bullying in the workplace and spare no effort to provide relief.

8. Responsible Supply Chain Management

One, we support and work with subsidiaries, joint ventures and partner companies to ensure they comply with obligations to protect human rights.

9. Protection of Customer Information

One, we do not inflict harm on the life, health and property of our customers, and we protect the privacy and personal space of our customers and strive to protect personal information collected through business activities.

10. Protection of Human Rights in Local Communities

One, we ensure human rights of local residents are not violated when conducting business, and we particularly respect and protect local residents' right to life, right to safety and health and freedom of residence.

2025. .

Hanwha Vision Co., Ltd. CEO Kim Ki-chul

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