

# DN Automotive Human Rights Management Policy

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## **Chapter 1 Overview of Human Rights Management**

### **Article 1 Purpose of Establishment**

This policy aims to systematically and proactively implement human rights management at DN Automotive (hereinafter referred to as “the Company”). It is designed to prevent potential human rights violations and mitigate human rights risks across all business activities and operations. The Company declares its commitment to faithfully complying with this policy to protect and promote the human rights of all stakeholders, including all employees.

### **Article 2 Standards**

This policy upholds international human rights principles and norms, including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Core Conventions, the OECD Guidelines for Multinational Enterprises (OECD Due Diligence Guidance for Responsible Business Conduct), and the UN Convention on the Rights of the Child.

Additionally, the Company ensures compliance with human rights and labor-related laws in all countries and regions where its business sites operate.

### **Article 3 Scope of Application**

This policy applies to all employees of DN Automotive, including executives, staff, and non-regular employees across all domestic and international entities, subsidiaries, sub-subsidiaries, and joint ventures. Additionally, stakeholders involved across the Company’s entire value chain—including suppliers, customers, and local communities—are encouraged to respect and support the Company’s Human Rights Policy. In cases where the provisions of this policy conflict with local laws, the Company will prioritize compliance with local legal requirements.

### **Article 4 Obligations of DN Automotive**

DN Automotive implements human rights management based on respect for human dignity and value, establishing systems to support this commitment. The Company conducts regular human rights risk assessments to ensure that no human rights violations occur during its business

operations. It also provides necessary human rights training for employees. In the event of violations of human rights-related laws or internal regulations, the Company will take appropriate action against the responsible employees and develop investigation procedures and corrective measures to prevent recurrence.

## **Chapter 2 Principles of Human Rights Management**

### **Article 1 Respect for Human Rights**

DN Automotive respects the dignity and value of all stakeholders as human beings, and all employees are committed to preventing any acts that may constitute human rights violations. If any actions constituting human rights violations are identified, strict disciplinary measures will be taken in accordance with the Company's disciplinary regulations.

### **Article 2 Prohibition of Forced Labor and Child Labor**

The Company strictly prohibits forced labor and child labor by complying with labor-related laws and labor standards in all countries and regions where its business sites operate. DN Automotive does not force labor that restricts physical or mental freedom, such as through violence, threats, confinement, or human trafficking. The Company does not require original identification documents, visas, or similar documents for the purpose of forced labor. Children are not employed under any circumstances. The Company verifies the age of employees and job applicants through legal documents such as identification cards and birth certificates. If minors are employed, they will not be assigned to high-risk tasks that compromise health and safety, and measures will be taken to ensure their educational opportunities are not limited due to work.

### **Article 3 Guarantee of Freedom of Association and Collective Bargaining**

DN Automotive guarantees the right to freedom of association and collective bargaining in accordance with labor laws in the countries and regions where its business sites operate. Employees will not face any unfair treatment for joining, participating in, or forming labor unions. The Company provides all employees with sufficient opportunities for open communication.

#### **Article 4 Compliance with Working Conditions**

The Company complies with labor laws and regulations regarding standard working hours, overtime, break times, and holidays in all countries and regions where it operates. Overtime work requires the employee's consent and is compensated with overtime pay. All employees are paid at least a living wage sufficient to maintain a humane standard of living for themselves and their families, and wages are provided with detailed pay statements. Furthermore, the Company offers ample training opportunities and ensures a suitable working environment to support the professional development and quality of life of all employees.

#### **Article 5 Prohibition of Discrimination and Respect for Diversity**

The Company prohibits discriminatory treatment in hiring, promotion, training, wages, and benefits based on gender, race, nationality, language, skin color, age, religion, political beliefs, sexual orientation, disability, marital status, pregnancy, childbirth, or any other characteristic. A zero-tolerance policy is applied to any acts of discrimination. The Company also strives to foster an organizational culture that respects diversity and inclusivity by treating individuals from various backgrounds equally.

#### **Article 6 Prohibition of Workplace Harassment and Sexual Harassment**

The Company prohibits all forms of harassment that cause physical or psychological harm, including coercive work instructions or verbal abuse, based on one's position or relationships in the workplace. All acts that cause sexual humiliation in the workplace are strictly forbidden, and the Company conducts regular training to prevent workplace harassment and sexual harassment. A reporting channel is established for victims to safely report incidents. In the event of harassment, immediate protective measures for the victim and disciplinary action against the perpetrator are taken. The Company also implements measures to prevent recurrence.

#### **Article 7 Assurance of Occupational Safety and Health**

The Company prioritizes the safety and health of all employees, ensuring a work environment where all personnel entering the workplace—including temporary employees and visitors—can work safely. Regular inspections are conducted on facilities, equipment, and tools to ensure their safety. The

Company also establishes preventive measures and post-incident support to mitigate physical and mental risks to workers. Pregnant employees, individuals with disabilities, and other vulnerable workers receive additional protection in accordance with relevant laws to ensure their safety and health at work.

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

The Company takes lawful measures to secure personal information acquired during business operations, ensuring the privacy and protection of all stakeholders. Potential human rights risks related to the use of data-driven technologies, including artificial intelligence, are thoroughly reviewed to prevent violations.

#### **Article 9 Responsible Supply Chain Management**

The Company requires and supports all its partners—including subsidiaries and suppliers in business relationships with DN Automotive—to comply with this policy and actively uphold human rights management. In cases of human rights violations, the Company seeks solutions through engagement with various stakeholders and continuously monitors the situation. If significant human rights violations remain unresolved, the Company may suspend transactions or consider terminating contracts.

#### **Article 10 Guarantee of Environmental Rights**

The Company recognizes that environmental pollution can constitute a significant human rights violation, directly impacting people's lives and health. Therefore, it strives to minimize negative environmental impacts throughout its business activities and operations. Additionally, the Company supports a preventive approach to environmental issues, complies with environmental regulations, and implements measures to enhance its environmental responsibilities.

#### **Article 11 Protection of Human Rights in Local Communities**

The Company protects the rights, safety, and health of local residents near its business sites, as well as their right to reside freely, ensuring that no human rights violations occur as a result of its

business activities and operations. As a member of the local community, the Company recognizes and fulfills its corporate responsibility to promote the human rights of community members.

### **Article 12 Protection of Stakeholder and Customer Rights**

The Company takes care to ensure that its business activities, products, and services do not harm the lives, health, safety, or property of its customers, while actively striving to protect human rights.

## **Chapter 3 Human Rights Management System**

### **Article 1 Human Rights Management Responsibility**

① DN Automotive oversees and supervises the implementation of human rights management through committees or management meetings involving top decision-makers and key department leaders, as well as working-level meetings led by decision-makers from the dedicated human rights management department. These bodies fulfill the following responsibilities:

1. Reviewing and amending the Human Rights Management Policy and other related internal regulations.
2. Providing input on the development and implementation of human rights management plans.
3. Initiating investigations into human rights violation cases and reviewing remedial measures.
4. Addressing any other matters deemed necessary for the expansion of human rights.

### **Article 2 Implementation of Human Rights Management**

① DN Automotive establishes a dedicated human rights management department to carry out related tasks. The human rights management department regularly reviews the human rights risk management system and reports major human rights risks at business sites to the management to ensure oversight and supervision at the executive level. The dedicated human rights management department also performs the following responsibilities:

1. Establishing and amending the Human Rights Management Policy.
2. Developing human rights management implementation plans.

3. Implementing grievance procedures related to human rights issues.
4. Conducting human rights training.
5. Assessing human rights risks and executing follow-up measures.
6. Performing other necessary tasks related to the Company's human rights management.

② DN Automotive regularly reviews and revises its Human Rights Management Policy to adapt to changing internal and external environments. When revising the policy, the Company considers and incorporates stakeholder feedback, changes in domestic and international regulations, industry trends, and emerging issues. All policy enactments and revisions are subject to approval at the highest executive level, and any changes are communicated to relevant stakeholders.

### **Article 3 Human Rights Management Training**

DN Automotive provides regular human rights-related training to employees to enhance their understanding of human rights management. When necessary, training opportunities are also extended to stakeholders and partner companies. Through these training programs, the Company seeks to raise employees' awareness of human rights, promote a culture of respect for human rights, and strengthen capabilities in human rights management. The department responsible for training develops an education plan, selects participants, and designs the training program.

### **Article 4 Expansion and Disclosure of Human Rights Management**

DN Automotive regularly discloses information related to human rights management, including policies, implementation plans, and performance. This information is shared with all employees and internal and external stakeholders through easily accessible channels such as internal bulletin boards, the company website, and training programs, using clear and understandable language.

## **Chapter 4 Remedies for Human Rights Violations**

### **Article 1 Reporting Human Rights Violations and Grievance Handling**

DN Automotive operates a grievance handling system and reporting channels that allow employees, third parties, or organizations to report human rights violations or identified human rights risks to

the Company. Upon receiving a report, cases are categorized based on their nature, and appropriate remedial measures are developed in consultation with the relevant departments.

**[Grievance Handling Channel]**

**Human Rights Violation Reporting Channel**

- DN Automotive Grievance Reporting Channel: Kim Ki-yeon, HR Part
- Contact : [kiyeon.kim@dncompany.com](mailto:kiyeon.kim@dncompany.com) / 010-9018-3503
- **Types of Grievances:** Job-related stress, complaints about working conditions, interpersonal conflicts, personal life concerns, sexual harassment, etc.

**Article 2 Handling of Human Rights Violation Reports**

Upon receiving a human rights violation report, DN Automotive promptly verifies whether a violation has occurred. If a potential human rights violation is identified, the Company conducts a thorough investigation of the facts. In cases of serious human rights violations, remedial measures are discussed in meetings or decision-making bodies involving top management. Remedial actions are determined with reference to relevant laws, legal precedents, and internal handling practices. If necessary, corrective actions and disciplinary measures are taken. The actions taken and the outcomes are communicated to the reporter or victim. If the victim wishes to pursue other procedures outside of the Company's grievance process, DN Automotive will fully cooperate.

**Article 3 Protection of Reporter Anonymity**

The identity and anonymity of individuals reporting human rights violations are strictly protected. Information that could reveal the reporter's identity or imply their involvement must not be disclosed to others. Additionally, all details regarding the specific violation and the handling process must remain confidential. The Company also takes appropriate measures to ensure that reporters do not suffer any disadvantages or retaliation as a result of filing a report.

**Chapter 5 Human Rights Risk Management**

**Article 1 Human Rights Risk Management**

DN Automotive establishes and operates a human rights risk management system to protect the rights of all employees and stakeholders and minimize human rights risks. The Company conducts regular assessments of human rights risks and takes corrective actions for identified actual and potential risks. The dedicated human rights management department regularly reports the results



of human rights risk management to the executive team, shares reviewed risks with stakeholders, and continuously improves the human rights management system.

### **Article 2 Operation of the Assessment Process**

To identify human rights risks that may arise from all business activities and operations, DN Automotive regularly conducts an assessment process based on internationally recognized human rights standards. All organizations within the scope of this Human Rights Management Policy may be subject to evaluation. Assessment methods may include written surveys, on-site inspections, and interviews, among others. Based on the findings, the Company prioritizes identified actual and potential human rights risks and formulates improvement measures and implementation plans to address and mitigate these risks.

### **Article 3 Monitoring and Sharing of Results**

The Company continuously monitors whether the entities under evaluation are effectively implementing the recommended human rights risk mitigation measures. Where necessary, effectiveness assessments are conducted to determine if the mitigation measures have been successfully applied. Key findings from human rights risk assessments and monitoring activities are reported to top management and incorporated into corporate decision-making processes. Information such as human rights violation cases, risk assessment results, corrective actions, and implementation outcomes is shared with employees and stakeholders via the Company website or other designated channels.