# Human Rights Management Policy

SAMYANG
CORPORATION

## 1. Purpose

Under the corporate purpose of "Beyond Life's Potential, Innovate the Future," Samyang Corporation strives to grow as a sustainable company by respecting and protecting the human rights of all stakeholders, including employees, customers, business partners, and local communities.

To this end, the company complies with international human rights standards and norms, including 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.

## 2. Scope of Application

This Human Rights Management Policy applies to all Samyang Corporation workplaces worldwide. Through continuous monitoring, the company identifies, evaluates, and addresses risks related to human rights and labor practices to ensure continuous improvement.

Furthermore, Samyang Corporation shares this policy with all stakeholders — including employees, customers, business partners, and local communities — to promote understanding and awareness of human rights management principles

## 3. Fundamental Principles

### (1) Respect for Human Rights

Samyang Corporation respects the dignity of all individuals, provides fair opportunities, and strives to ensure that no inhumane treatment—such as mental or physical coercion or verbal abuse—occurs

### (2) Prohibition of Forced Labor

The company strictly prohibits all forms of forced labor, including any work performed under mental or physical coercion, threats, or confinement. It does not require employees to surrender government-issued identification cards, passports, or work permits as a condition of employment.

**(3) Prohibition of Child Labor**

Samyang Corporation complies with the minimum employment age defined by national and regional laws and strictly prohibits child labor under the age of 15. Employees under the age of 18 are hired in accordance with applicable labor laws and are not assigned to tasks that may pose hazards or be detrimental to their safety or health.

**(4) Prohibition of Discrimination**

The company provides equal opportunities in all personnel matters, including recruitment, promotion, compensation, and training, and does not discriminate on the basis of race, gender, age, origin, education, religion, marital status, political opinion, social status, or disability.

**(5) Prohibition of Workplace Harassment and Sexual Harassment**

Samyang Corporation prohibits all acts that cause sexual humiliation or harassment in the workplace, as well as any form of bullying that inflicts physical or psychological harm by abusing one's position or authority. The company provides training programs to prevent workplace and sexual harassment, establishes reporting channels, and promptly takes protective and disciplinary measures when incidents occur, along with actions to prevent recurrence

**(6) Freedom of Association and Collective Bargaining**

The company respects the rights to freedom of association and collective bargaining as guaranteed by national and regional labor laws and ensures that no employee is treated unfavorably for forming, joining, or participating in labor unions.

**(7) Compliance with Wage and Working Hour Regulations**

Samyang Corporation complies with all applicable laws and regulations governing minimum wage, overtime compensation, and other working conditions.

**(8) Compliance with Safety and Health Standards**

The Company prioritizes the safety and health of all employees and provides the best possible working environment.

### (9) Responsible Supply Chain Management

Samyang Corporation pursues mutual growth with its business partners through fair and equitable relationships and supports them in implementing human rights management practices

### (10) Customer and User Rights and Personal Information Protection

All employees prioritize protecting customers' lives, health, and property in the provision of products and services. The company establishes and operates personal information management standards and complies with all applicable privacy protection laws and regulations.

## 4. Human Rights Risk Management Framework

### (1) Risk Identification: Human Rights Impact Assessment

Samyang Corporation identifies key human rights risk factors in accordance with international human rights standards and its Human Rights Management Policy. The identification process includes:

- Analysis of domestic and international human rights reports and industry-specific risk data
- Conducting employee surveys and interviews to assess human rights awareness
- Reviewing complaints and reports received through grievance and ethics reporting systems
- Conducting human rights risk assessments and screenings at each workplace

Through these processes, potential human rights risks are identified internally and externally, and priorities are based on severity and likelihood of occurrence.

### (2) Risk Mitigation: Implementation and Monitoring

Based on the identified risks and their priority levels, Samyang Corporation implements mitigation and corrective measures through the following process:

- Analyze the nature, severity, scale, and remediability of the identified issues
- Develop and implement improvement plans as necessary
- Establish preventive measures to address potential adverse human rights impacts

**(3) Monitoring Implementation**

The company regularly monitors the effectiveness of post-implementation measures and takes additional action when necessary. The results of mitigation and improvement efforts are periodically reported to the ESG Committee and senior management to strengthen oversight and promote continuous improvement in human rights management.

## 5. Grievance Handling Process

(1) All employees may report, either verbally or in writing, any discrimination or violation of rights guaranteed under this Human Rights Management Policy, international human rights standards, or applicable laws directly to the Grievance Handling Committee. External stakeholders — including business partners, customers, and community members — may also report actual or suspected violations through designated channels such as online platforms, email, or hotlines.

(2) Upon receiving grievance, the complainant is immediately protected from the alleged violator. The Grievance Handling Committee and the Labor-Management Council promptly review the case, investigate the facts, and conduct interviews or document reviews as necessary to develop an appropriate resolution. The results are promptly communicated to the complainant, and corrective actions along with follow-up monitoring are carried out to ensure proper resolution.

(3) Samyang Corporation strictly protects the confidentiality of whistleblowers and ensures their anonymity to prevent any disadvantage or retaliation resulting from reporting.

## 6. Human Rights Management Education

The company conducts regular training programs to enhance employees' understanding and awareness of human rights.

## 7. Monitoring and Reporting

Samyang Corporation continuously monitors and improves compliance with this policy. The company regularly reports the status of human rights management and related improvement activities to the ESG Committee and management meetings to promote the integration of human rights values throughout the organization.

## 8. Addendum

(1) This Human Rights Management Policy was established and has been in effect since May 26, 2023.

(2) This Human Rights Management Policy was revised and has been in effect since May 16, 2025.

## [Appendix. Document Summary]

| Category | Details |
|---|---|
| Date of Initial Enactment | May of 2023 |
| Date of Latest Revision | May of 2025 |
| Responsible Department | HRP Team in HRC, Samyang Holdings |
| Approved by | ESG Committee under the Board of Directors, Samyang Corporation |
| Details of Enactment/Revisions | Revision of Human Rights Management Policy |
| Contact | E-mail: eunjin.choi@samyang.com<br>Tel: 02-740-7143 |