

Hanwha Solutions Corporation
Human Rights Management Policy

April 28, 2026

Chapter 1: General Provisions

Article 1 (Purpose)

The purpose of this Policy is to establish and implement measures for the protection and promotion of human rights of all employees and stakeholders of Hanwha Solutions Corporation (hereinafter "the Company"), and to prescribe other necessary matters.

This Policy supports the following international human rights standards and guidelines: the UN Guiding Principles on Business and Human Rights; the ILO Declaration on Fundamental Principles and Rights at Work; ILO Fundamental Conventions (including freedom of association, prohibition of forced labor, abolition of child labor, and non-discrimination); and the OECD Guidelines for Multinational Enterprises. It also encompasses the formulation, implementation, and management of strategies necessary to comply with these international standards.

Article 2 (Definitions)

The following definitions apply in this Policy:

1. "Human Rights" means human dignity, value, freedom, and rights guaranteed by the Constitution and laws of the Republic of Korea, or recognized under international human rights treaties and international customary law ratified or acceded to by the Republic of Korea.
2. "Human Rights Management" means prioritizing and protecting human dignity and value in the Company's business activities.
3. "Officers and Employees" means executives and employees (including non-regular workers) working at the Company.
4. "Workers" means all officers and employees who have entered into a direct employment contract with the Company to provide labor services, regardless of the period, content, or form of employment (full-time, non-regular, contract, etc.).
5. "Stakeholders" means all organizations or individuals in a relationship with the Company in connection with its business activities, including customers, business partners (협력업체), and local residents.
6. "Business Partners (협력업체)" means all partners, including subsidiaries, equity-invested companies, and trading companies with which the Company has business relationships, as well as all entities that provide labor or services to the Company in the form of dispatch, subcontracting, or outsourcing.
7. "Human Rights Violation" means any act that infringes upon human dignity and value, including verbal or physical violence, sexual harassment, workplace bullying, discrimination, forced labor, infringement of safety and environmental rights, and invasion of privacy, occurring within the Company or among various stakeholders regardless of hierarchical relationships. This also includes any adverse personnel actions, identity disclosure, defamation, or other harm (including harm through information and communications networks) inflicted on reporters, victims, or those cooperating with investigations (hereinafter "Reporters, etc.") on grounds of their reporting.

Article 3 (Scope of Application)

This Policy applies to the headquarters of Hanwha Solutions Corporation and all domestic and overseas business sites. Application to subsidiaries and related companies is recommended, while respecting their autonomous management activities. The

Company also encourages all stakeholders — including officers and employees, business partners throughout the supply chain, customers, and the local community — to comply with and actively participate in activities under this Policy.

Article 4 (Governance)

Roles and responsibilities for the effective operation of this Policy are as follows:

1. **(Supreme Decision-Making Body) The Company reviews and monitors key human rights management matters through the ESG Committee under the Board of Directors (or an equivalent internal governance structure). The Committee may deliberate on or receive reports concerning the following:**
 1. Enactment and amendment of human rights management policies and plans;
 2. Results of human rights impact assessments (due diligence) and remedial actions;
 3. Responses to significant human rights risks and violations;
 4. Other matters deemed necessary in connection with human rights management.

The CEO is responsible for overseeing the effective implementation of this Policy and the effective promotion of human rights management, and establishes and operates the management systems necessary for this purpose.

2. **(Human Rights Management Officer) The Company designates the executive responsible for human resources as the Human Rights Management Officer to oversee all related operations. The Human Rights Management Officer has authority over the following:**
 1. Comprehensive management and supervision of human rights management plans;
 2. Management, supervision, and key decision-making regarding human rights violation case-handling procedures;
 3. Monitoring whether Company policies and systems respect human rights;
 4. Receipt, investigation, and requests for improvement regarding human rights violations;
 5. Other matters related to human rights management.
3. **(Responsible Department) The Company establishes a Human Rights Management Responsible Department (hereinafter "Responsible Department") to efficiently implement human rights management. Its duties include:**
 1. Formulation and implementation of human rights management plans;
 2. Conducting human rights education;
 3. Conducting human rights impact assessments;
 4. Conducting human rights violation diagnostic surveys and monitoring of stakeholders;
 5. Formulation and implementation of measures to prevent human rights violations and prevent their recurrence;
 6. Operation and support of human rights management activities;
 7. Other matters deemed necessary by the Human Rights Management Officer or the ESG Committee.

Chapter 2: General Principles

Article 1 (Prohibition of Employment Discrimination)

1. The Company prohibits discrimination in working conditions — including recruitment, promotion, training, compensation, and welfare benefits — on grounds of race, gender, religion, region of origin, marital status, age, educational background, blood ties, regional ties, academic ties, physical condition, or social status, and respects diversity.
2. The Company shall not unfairly discriminate against non-regular workers.

Article 2 (Freedom of Association and Collective Bargaining)

1. The Company guarantees workers the right to freely form labor unions.
2. The Company shall not disadvantage workers on grounds of joining a labor union or engaging in lawful union activities.
3. The Company shall provide worker representatives with information necessary for the legitimate exercise of their representative functions.

Article 3 (Prohibition of Human Trafficking, Forced Labor, and Child Labor)

1. The Company shall not engage in, or derive commercial benefit from, forced labor against the will of workers, prison labor, or human trafficking (trafficking in persons), regardless of form or type.
2. The Company shall not employ minors who have not reached the minimum working age prescribed by the laws of the country where the business is conducted and applicable international standards.

Article 4 (Protection of Human Rights in the Workplace)

1. The Company has an active obligation to protect human rights — including personal rights, health rights, and the right to rest — to ensure the dignity of all officers and employees.
2. The Company takes preventive measures to ensure that all officers and employees do not engage in verbal or physical violence, workplace sexual harassment, bullying, or similar conduct, regardless of hierarchical relationships.
3. The Company provides necessary accommodations for workers with disabilities to perform their duties and takes care to prevent discrimination on grounds of disability.

Article 5 (Compliance with Working Conditions)

1. The Company complies with local laws and regulations on statutory working hours and rest periods in the countries where it operates. All overtime work must be performed on the basis of the voluntary consent of the officer or employee.
2. The Company pays officers and employees fair remuneration in compliance with minimum wage laws, overtime pay requirements, and other wage-related regulations. The Company provides pay stubs in a language that officers and employees can easily understand, in a timely manner.

Article 6 (Occupational Safety)

1. The Company provides officers and employees with a safe and healthy working environment, prevents occupational accidents, and takes appropriate measures in accordance with applicable laws for accidents or illnesses occurring during work.
2. The Company establishes systems and environments that guarantee the safety of stakeholders in conducting its business operations.

Article 7 (Environmental Rights)

1. The Company complies with domestic and international environmental laws and regulations and strives to protect the environment and prevent pollution.
2. The Company makes every effort to take preventive measures so that residents in the areas where it operates do not suffer grievances from hazardous substances, noise, or other sources.
3. The Company establishes company-wide greenhouse gas reduction targets and strives to reduce energy consumption and greenhouse gas emissions.
4. The Company establishes and maintains an environmental management system and continuously discloses information internally and externally.

Article 8 (Protection of Informational Privacy)

1. The Company protects the personal information of all stakeholders, including officers and employees, acquired in the course of conducting business, in accordance with the Personal Information Protection Act and other domestic and international laws and regulations related to personal information.

Article 9 (Building Human Rights-Friendly Relationships with Business Partners)

1. The Company guarantees equal opportunities for all business partners and conducts business in a transparent and fair manner.
2. The Company maintains cooperative relationships with business partners based on mutual trust and does not engage in improper interference in management, rude language or conduct exploiting a position of superiority, or other improper acts.

Article 10 (Protection of Human Rights of Local Residents)

The Company respects and protects the right to life, freedom of residence, right to safety, and property rights of residents in the areas where it conducts business.

Article 11 (Remedial Measures)

The Company takes prompt and appropriate remedial measures for human rights violations occurring in the course of conducting business, and operates grievance channels and procedures for this purpose.

Chapter 3: Human Rights Management Framework

Article 1 (Declaration of Human Rights Management)

The Company declares its commitment to human rights management to guarantee human dignity and value in its business activities. Officers and employees shall adopt this as the normative and value-judgment standard for human rights management and put it into practice.

Article 2 (Formulation of Human Rights Management Promotion Plans)

The Company shall formulate regular plans for the effective promotion of human rights management. The Responsible Department shall prepare a draft human rights management promotion plan and operate it under the supervision of the Human Rights Management Officer, including the following:

1. Objectives and basic direction of human rights management;
2. Human rights management promotion strategies and action tasks;
3. Administrative matters for promoting human rights management;
4. Other matters necessary for the protection and promotion of human rights.

Article 3 (Stakeholder Communication)

The Company identifies its key stakeholders as officers and employees, business partners, customers, and the local community. The Company strives to actively gather stakeholder opinions and reflect them in business activities through mutual consultation. The Company also transparently discloses its human rights management policies, activities, and performance to internal and external stakeholders through its Sustainability Report.

Article 4 (Human Rights Education)

1. The Responsible Department shall regularly conduct human rights education at least once per year to enhance the human rights awareness of all officers and employees.
2. The Responsible Department may conduct separate education targeting management to reaffirm the Company's commitment to respecting human rights, in addition to the education set forth in Paragraph 1.
3. The Responsible Department may conduct human rights education targeting stakeholders, including business partners, to spread a culture of human rights respect.

Article 5 (Fulfillment of Human Rights Respect Obligations)

1. The Company may take necessary measures to protect human rights and promote human rights-centered values, and may support stakeholders' human rights management activities.
2. If the Company becomes aware that its own officers or employees have committed human rights violations against employees of a business partner, or that human rights violations are occurring within a business partner, it may demand cessation of such conduct and take appropriate measures, including

disciplinary action against its officers or employees or reporting to relevant authorities.

Chapter 4: Human Rights Risk Due Diligence

Article 1 (Principles, Frequency, and Scope)

1. The Company shall conduct regular human rights risk due diligence at least once per year — and on an ad hoc basis when necessary — to identify, prevent, and mitigate actual and potential human rights risks that may arise throughout its business operations and supply chain.
2. Human rights risk due diligence covers key stakeholders including the Company's officers, employees, and business partners, with particular emphasis on actively identifying and managing risks for groups that may be relatively more vulnerable to rights violations, such as pregnant workers and elderly workers.
3. Specific details regarding human rights risk assessment criteria, composition of the human rights management consultative body, and other aspects of human rights risk due diligence shall be governed by the Company's Detailed Standards on Human Rights Risk Due Diligence Procedures.
4. The Company shall establish separate plans for the detailed procedures and methods of due diligence depending on the matter, and may entrust execution to an external specialist institution.

Article 2 (Implementing Organizations and Roles)

1. The Responsible Department oversees the human rights risk due diligence process and reports the results to the ESG Committee.
2. Relevant departments directly carry out identification, assessment, mitigation measures, and effectiveness evaluation of human rights risks in their respective areas, including officers, employees, and business partners. Each department shall cooperate faithfully when the Responsible Department requests materials necessary for human rights risk due diligence.

Article 3 (Due Diligence Process)

1. (Identification and Assessment of Human Rights Risks) The Company diagnoses and assesses the likelihood and impact of human rights risks affecting officers, employees, and business partners through the distribution of self-diagnostic checklists and on-site inspections.
2. (Formulation and Implementation of Mitigation Measures) The Company formulates and implements appropriate mitigation measures to prevent and minimize identified human rights risks.
3. (Effectiveness Assessment) The HR and Procurement departments of each division conduct effectiveness assessments of the mitigation measures for human rights risks of officers and employees, and business partners, respectively. For this purpose, they review indicators including the number of occurrences and cases handled, recurrence rates, and major improvement activities by item for the previous year's due diligence results.

4. (Reporting and Disclosure of Results) The results of human rights due diligence and major improvements are periodically reported to the ESG Committee and disclosed externally in a transparent manner through the Sustainability Report.

Chapter 5: Reporting and Remediation of Human Rights Violations

Article 1 (Remediation of Human Rights Violations)

1. Anyone who has experienced a human rights violation or has become aware that another person has experienced one may make a report through various methods (hereinafter "Reporting Channels"), including the Company's website, the Compliance Whistleblower Portal, the Compliance Support System, the Online Grievance Center, and the Human Rights Violation Prevention Officer. The Company operates anonymous reporting channels to protect Reporters, strictly maintains the confidentiality of the identities of Reporters and those cooperating with investigations, and prohibits any form of disadvantage or retaliation on grounds of reporting.
2. The procedures and methods for remedying human rights violations shall be governed by Article 2 of this Chapter, with details prescribed in separate guidelines.

Article 2 (Human Rights Violation Remediation Procedures and Methods)

1. The Company establishes and operates a Grievance Center that handles the receipt, investigation, follow-up measures, and monitoring of compliance with respect to human rights violation reports.
2. The Grievance Center shall have at least one male and one female Human Rights Violation Prevention Officer responsible for receiving and consulting on human rights violation reports.
3. The Grievance Center shall monitor for secondary harm during the investigation of reported human rights violation cases and take measures to minimize harm, including prompt separation of the work and work areas of the victim and the perpetrator, and cessation of human rights violations.
4. When a human rights violation report is received, the department operating the Grievance Center shall immediately share it with the Responsible Department and the Human Rights Management Officer, complete all necessary measures including consultation, investigation, and follow-up, and report the final outcome to the Committee. However, if the department operating the Grievance Center or the Human Rights Management Officer deems the matter serious, the case shall be immediately reported to the Committee and the case-handling process shall proceed based on the Committee's recommendations.
5. Reports of external human rights violations received via the website Compliance Whistleblower Portal and official email (hccethics@hanwha.com) shall be received by the Responsible Department and then transferred to the Grievance Center or relevant departments to support the investigation and remediation process.

Supplementary Provisions

Article 1 (Entry into Force)

This Policy shall enter into force on April 28, 2026, the date of resolution by the Board of Directors.