

1. Survey Results for JMDM Employees

○ Survey Period

August 1, 2024 – October 31, 2024

○ Scope of Survey

Conducted for all employees (Response rate: 99%)

○ Survey Items and Content

Based on the four fundamental principles of the ILO Declaration on Fundamental Principles and Rights at Work, the survey focused on the following key areas: Awareness of respect for human rights, Excessive or unjust working hours, Work place treatment and fair wages, Occupational health and safety, Harassment, Invasion of privacy, Discrimination, Access to remedy, In addition, an open-ended comment section was provided to capture specific and detailed feedback directly from employees.

○ Survey Results

Based on individual interviews conducted in response to the open-ended comments from employees, there were zero (0) reported cases of serious human rights violations. However, several comments were identified that could potentially lead to risks such as harassment. We will continue to address these concerns through careful, individualized follow-ups. Furthermore, some cases were identified regarding the need for improvement in working hour management. We will provide a detailed, company-wide re-explanation of the procedures for reporting overtime to ensure thorough and appropriate management of working hours across the organization. Additionally, the survey revealed that 25% of employees were unaware of the company's dispute resolution process (internal whistleblowing system). Recognizing this as a key area for improvement, we have already taken action to re-inform and educate those employees to ensure the system is fully understood and accessible.