

1. Survey Results for JMDM Employees

○ Survey Period

September 1, 2025 – September 30, 2025

○ Scope of Survey

Conducted for all employees (Response rate: 100%)

○ 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

Following individual interviews based on the open-ended comments received, there were zero (0) reported cases of serious human rights violations. However, as in the previous year, some comments were identified that could potentially lead to latent risks, such as harassment. We will continue to address these issues with careful, individualized responses. Furthermore, some cases were identified regarding the need for improvement in working hour management—for example, instances of responding to brief customer inquiries after clocking out. Consequently, we will re-explain the procedures for reporting overtime in detail and ensure thorough and appropriate management of working hours across the organization.