

Survey Results for ODEV Employees

○ Survey Period

September 1, 2025 – October 31,

○ Scope of Survey

Voluntary survey conducted for all employees (Response rate: 81%)

○ 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 Items and Content

Survey Results Based on individual interviews conducted in response to the open-ended comments from employees, one (1) case was identified as a human rights violation. The company has already completed a swift and rigorous response to this matter. Furthermore, the HR department is currently conducting interviews and fact-finding investigations into individual issues concerning workload, harassment, micromanagement, discrimination, and awareness of the internal whistleblowing system. To ensure greater effectiveness and improve awareness in addressing these challenges, we have explicitly incorporated the identified issues into our Risk Management Matrix as company-wide management priorities. We are committed to continuous monitoring and taking appropriate action. Additionally, as top-priority initiatives, we will focus on enhancing the effectiveness of training programs, providing education for management-level employees, and ensuring a multi-faceted approach to promote thorough awareness of the internal whistleblowing system.