

## Human Rights and Labor Conditions Survey for ODEV Suppliers

### Survey Overview

This survey was conducted to identify and assess human rights risks associated with eight major suppliers (located in the U.S., Europe, and Asia), which account for approximately 30% of the annual procurement volume of our U.S. subsidiary, ODEV.

### Survey Period

September 1, 2025 – October 10, 2025

### Survey Items and Content

Based on the four fundamental principles of the ILO Declaration on Fundamental Principles and Rights at Work, we verified the following items

### Evaluation Results

The eight major suppliers demonstrate a high level of understanding regarding human rights and labor issues, with a confirmed commitment to active compliance and continuous improvement.

#### ► Human Rights Policy and Governance

All eight major suppliers have established policies and internal structures to address human rights issues.

##### • Internal Whistleblowing System

Seven suppliers have already implemented an internal whistleblowing system. The remaining one supplier is currently working toward implementing a system by the end of the year.

#### ► Labor Practices and Prohibition of Discrimination in Employment

All eight major suppliers comply with international core labor standards, and labor practices that respect human rights have been established throughout the entire employment process.

##### • Prohibition of Forced and Child Labor

No evidence was found indicating the use of forced or child labor. All eight suppliers are committed to ensuring strict compliance with the labor laws of their respective countries.

##### • Prohibition of Discrimination and Respect for Diversity

No discrimination was observed in the working environments. Notably, one supplier demonstrated proactive efforts toward diversity, such as providing prayer rooms and allowing leave for Friday prayers to accommodate the religious practices of their employees.

##### • Fair Wages and Working Conditions: All eight suppliers follow the applicable

national laws to ensure fair wages and working conditions, protecting the fundamental rights of their workers.

#### ► Recognition and Respect for Freedom of Association and the Right to Collective

Bargaining While labor unions are not present at any of the eight major suppliers, it was confirmed that they do not prohibit the right to collective bargaining and maintain a stance that respects workers' rights.

#### ► Occupational Health and Safety

At five of the suppliers, initiatives regarding employee health and safety are in place, with employers striving to ensure a safe working environment. For the remaining three suppliers, while general health and safety initiatives were implemented, the use of a formal stress check system was not confirmed.