

# TAIHAN Human Rights Management Declaration

## [Purpose]

Taihan Cable & Solution is committed to sustainable growth founded on a people-centered corporate culture, and we uphold the human rights of all stakeholders — including our employees, shareholders and investors, customers, business partners, and the communities we serve.

We exercise the utmost duty of care to ensure that no human rights violations occur across the full spectrum of our business activities. We proactively identify and mitigate both actual and potential human rights risks. Should any human rights concern arise, we will take swift investigative and corrective actions and implement measures to prevent recurrence, thereby reaffirming our unwavering commitment to respect for human rights.

## [Principles and Scope of Application]

To protect the human rights of all stakeholders and fulfill its social responsibilities, Taihan respects and adheres to the following international standards and principles on human rights:

- Universal Declaration of Human Rights (UDHR)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- UN Convention on the Rights of the Child
- Core Conventions and Recommendations of the International Labour Organization (ILO)

This declaration applies to all employees of Taihan and its domestic and overseas affiliates.

We also encourage our business partners and stakeholders across the supply chain to uphold and practice the principles of human rights respect.

## [Human Rights Risk Management]

Taihan Cable & Solution complies with the principles of Protect, Respect, and Remediate presented in the UN Guiding Principles on Business and Human Rights (UNGPs), and seeks to systematically identify and manage human rights risks across the entire value chain, including the headquarters, domestic and overseas subsidiaries, and business partners.

### **1. Risk Identification: Conducting Human Rights Impact Assessments**

The company regularly conducts human rights impact assessments to examine the implementation level of the human rights management system and to check major risks. The human rights impact assessment is based on domestic and international human rights norms and includes key areas such as employment and occupational safety and health of employees, prohibition of discrimination, prevention of forced and child labor, and protection of stakeholders' human rights. Various methods such as written surveys, interviews, and questionnaires are used to identify potential and actual human rights risks in advance.

### **2. Risk Improvement: Mitigation Actions and Monitoring**

Based on the results of the human rights impact assessment, the company selects and identifies major human rights issues that may occur during business activities, establishes and implements action plans to resolve them. The company continuously monitors the implementation of such actions and responds to ensure that the same human rights violations do not occur again.

## [Human Rights Consultation and Reporting Channels]

Taihan provides both online and offline communication channels through which stakeholders—including employees, business partners, and customers—can report or consult on human rights-related issues. Upon receiving a report, we conduct a fair and transparent investigation and, when human rights violations are confirmed, promptly implement corrective measures and recurrence prevention actions. The identity of whistleblowers is strictly protected, and all reports are handled with complete anonymity and confidentiality.

## [Operating Guidelines]

### **1) Prohibition of Forced Labor**

- Prohibition of restraining mental or physical freedom such as assault, threat, confinement, human trafficking, or slave labor.
- Prohibition of keeping or confiscating original personal documents of workers such as ID cards, passports, or work permits.
- Prohibition of forced employment or labor contracts using fees or debts as collateral.

### **2) Prohibition of Child Labor**

- Strictly comply with the minimum employment age in accordance with the laws of the region and country where the workplace is located.
- When employing young workers under the age of 18, do not assign harmful or dangerous work (including night and overtime work).
- If child labor is found in the company or business partners, immediately stop the work and take measures to guarantee the child's human rights and basic rights.

### **3) Prohibition of Discrimination and Workplace Harassment**

- Prohibition of discriminatory acts in employment and promotion based on origin, race, gender, disability, religion, age, or political opinion.
- Prohibition of all acts that cause physical or mental suffering such as coercive work instructions, verbal abuse, or bullying.

### **4) Compliance with Working Conditions**

- Comply with legal working hours and guarantee minimum wage according to the laws of the region and country where the workplace is located.

### **5) Freedom of Association**

- Guarantee the freedom of association and the right to collective bargaining of workers.

### **6) Humane Treatment**

- Respect employees' privacy and protect personal information, and prohibit mental or physical coercion, abuse, and unreasonable treatment.

### **7) Creating a Safe Working Environment**

- Regularly inspect workplace facilities, equipment, and tools so that all employees can work in a safe working environment.
- Prepare appropriate measures for the prevention of physical and mental risks and support plans for follow-up management.

### **8) Responsible Procurement**

- Prevent cases of human rights violations and environmental pollution during the production, distribution, procurement, and sales of raw materials, parts, equipment, and finished products.
- Conduct tracing and due diligence of the origin of supplied raw materials, parts, and equipment, and monitor whether conflict minerals are included.

### **9) Protection of Customer Human Rights**

- Provide the best products and services to customers and strive to protect the human rights and safety of customers.
- Protect the personal information of customers and stakeholders in accordance with national and regional laws and regulations.

### **10) Community and Environmental Protection**

- Manage direct and indirect human rights and environmental impacts on local communities arising from business operations.