

LG Innotek Human Rights & Labor Policy

Human Rights Commitment

LG Innotek is committed to protecting the dignity and rights of all stakeholders based on LG's core management philosophies of "Creating Value for Customers" and "Respect for Human Dignity." We strive to conduct all business activities responsibly so that our operations — including the development, production, and delivery of products and services, supply chain management, and relationships with customers and local communities — are aligned with internationally recognized human rights principles.

Commitment to International Standards

LG Innotek fully supports internationally recognized human rights and labor standards, including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises. We comply with the labor laws and regulations of all countries and regions where we operate. Where local laws conflict with international standards, we apply the standard that provides greater protection to workers.

As a participant of the United Nations Global Compact (UNGC), LG Innotek upholds its Ten Principles and manages human rights and labor risks across our operations and supply chain in accordance with the Responsible Business Alliance (RBA) Code of Conduct.

Scope of Application

This Human Rights & Labor Policy applies not only to LG Innotek employees, but also to all entities across our value chain over which LG Innotek may exercise influence, including suppliers, contractors, service providers, raw material and component suppliers, and business partners.

LG Innotek actively supports suppliers in operating responsibly and complying with human rights and labor standards and, where necessary, requires corrective actions for identified issues.

Core Human Rights Principles

1. Prohibition of Forced Labor

LG Innotek prohibits all forms of forced or involuntary labor. We do not use any form of coercion, threats, confinement, slavery, human trafficking, or other means that unjustly restrict workers' physical or psychological freedom.

Employment terms and conditions are communicated transparently in a language understood by workers. We do not require workers to surrender government-issued identification documents, passports, or work permits as a condition of employment, nor do we require payment of recruitment fees. If violations are identified, immediate remediation measures are taken, including reimbursement of recruitment-related fees paid by workers.

We also maintain a management system for labor agencies to ensure ethical and lawful recruitment practices.

2. Prohibition of Child Labor

LG Innotek complies with the minimum working age requirements established by applicable laws and regulations. Employment of children under the age of 16 is strictly prohibited at all operations.

Where young workers are legally employed, we ensure compliance with applicable working hour regulations and prohibit hazardous work assignments, including night work and overtime that may jeopardize their health or safety.

If child labor is identified, the child will be immediately removed from work and appropriate remediation measures will be implemented, including support for access to education and protection of livelihood where necessary.

3. Non-Discrimination and Humane Treatment

LG Innotek prohibits discrimination based on gender, gender identity, sexual orientation, age, race, nationality, ethnicity, disability, pregnancy, marital status, religion, political opinion, union membership, social status, or any other characteristic protected by law.

Equal opportunities are provided in recruitment, placement, promotion, evaluation, compensation, training, and other employment practices based on fair standards. In

accordance with the principle of equal pay for equal work, employees performing equivalent work receive equal compensation regardless of gender.

We also reasonably consider religious practices and accessibility needs for persons with disabilities.

LG Innotek is committed to maintaining a workplace free from inhumane treatment, including physical or verbal abuse, sexual harassment, bullying, intimidation, or threats. Anonymous reporting channels are available for reporting workplace harassment or misconduct. Reported cases are investigated promptly and objectively, and where violations are confirmed, appropriate remediation measures are implemented under a zero-tolerance approach.

4. Working Hours

LG Innotek complies with applicable laws and regulations regarding regular working hours, overtime, and rest periods in all countries and regions where we operate.

We operate working hour management systems to accurately monitor attendance and working hours. In line with the RBA Code of Conduct, total working hours shall not exceed 60 hours per week, including overtime, except in emergency or exceptional circumstances, and employees are provided with at least one day off every seven days.

All overtime work shall be voluntary and based on mutual agreement.

5. Wages and Benefits

LG Innotek provides wages that meet or exceed applicable minimum wage requirements and compensates employees accurately for both regular and overtime work in accordance with applicable laws.

Unreasonable wage deductions are prohibited, and wage deductions as a disciplinary measure are not permitted.

We also provide legally mandated benefits, including social insurance, paid leave, and annual leave allowances.

6. Freedom of Association and Collective Bargaining

LG Innotek respects employees' rights to freedom of association and collective bargaining as guaranteed by applicable laws and regulations.

Employees shall not be discriminated against for forming, joining, or participating in labor unions or other lawful worker organizations.

We also foster an environment that supports open and constructive communication between the company and employees.

7. Safe and Healthy Working Environment

LG Innotek prioritizes the safety and health of all employees, contractors, and business partners and strives to maintain a safe and hygienic working environment.

Potential workplace hazards are proactively identified and prevented, and prompt actions are taken in response to occupational accidents or health and safety incidents.

In particular, we continuously strengthen our occupational health and safety management systems to prevent serious accidents and transparently provide necessary health and safety information to establish a proactive safety culture.

Human Rights Due Diligence and Risk Management

LG Innotek operates a systematic human rights due diligence process to ensure that all business activities are conducted in alignment with our human rights principles.

Human rights due diligence is managed through a continuous monitoring and improvement framework rather than one-time assessments. Dedicated human rights management functions oversee policy establishment, due diligence implementation, remediation measures, and ongoing monitoring activities.

1. Human Rights Due Diligence Framework

LG Innotek's human rights due diligence framework consists of four stages:

1. Risk Identification
2. Risk Prioritization
3. Mitigation and Remediation
4. Monitoring and Disclosure

Stakeholders including employees, suppliers, and local communities are considered throughout all stages of the process.

2. Risk Identification and Prioritization

We broadly identify labor and human rights risks based on the RBA standards, compliance with local labor laws, grievance channels, labor-management councils, employee surveys, and site-specific issues.

Identified risks are prioritized based on severity and likelihood.

LG Innotek also conducts regular human rights impact assessments and, where necessary, supplements them with on-site interviews, document reviews, workplace inspections, and supplier audits to evaluate actual and potential human rights impacts.

3. Mitigation and Remediation

Following risk assessments, LG Innotek implements immediate corrective actions to stop improper practices or eliminate identified risks.

We also work collaboratively across relevant departments to address root causes and review mid- to long-term improvement plans for strengthening systems and processes.

4. Monitoring and Disclosure

Implementation of corrective actions is monitored regularly, and reassessments are conducted where necessary to verify effectiveness.

Key performance and progress are transparently disclosed to stakeholders through sustainability reports and other communication channels.

Grievance Mechanism and Remedy

LG Innotek operates multiple grievance channels to enable employees and stakeholders to safely raise concerns related to labor and human rights issues.

Reporting channels include online reporting systems, ethics hotlines, telephone, email, postal mail, and labor-management councils. Accessibility, anonymity, and confidentiality are strictly protected.



Investigations are conducted objectively with participation from qualified personnel, and confidentiality is maintained throughout the process.

Where violations are confirmed, immediate corrective actions and appropriate remediation measures are implemented. Investigation outcomes are communicated transparently to reporters, and follow-up measures are continuously taken to prevent recurrence.

LG Innotek also protects reporters against retaliation, including identity protection, prohibition of secondary harm and disadvantageous treatment, and provision of psychological support services where necessary.

Governance

LG Innotek operates an ESG Committee under the Board of Directors and a management-level ESG Council to ensure systematic implementation of human rights management throughout the organization.

The ESG Committee oversees major policies, targets, and significant risk management activities. The ESG Council supports organizational resources for implementation of this policy and monitors activities including human rights due diligence, supply chain management, training, and communication.

Human rights risks are integrated into the company's broader internal control framework alongside environmental, social, and occupational health and safety risks. The ESG Council regularly reviews short-, mid-, and long-term plans, progress, and improvement measures.

LG Innotek will continue to fulfill its responsibility to respect human rights across all business activities based on its management philosophy of "Respect for Human Dignity."

LG Innotek Co., Ltd. CEO Hyuksoo Moon 