

Whistleblower Protection Measures

The Company has established measures to protect the rights of whistleblowers or complainants as follows:

- The Company will keep the information and identity of the complainant, whistleblower, and the accused confidential. The Company will disclose information only as necessary, considering the safety and potential harm to the source of the information or related persons.
- Those who suffer damage will receive appropriate and fair relief. If the complainant, whistleblower, or those cooperating in the investigation believe they may face insecurity or harm, they can request the Company to establish appropriate protection measures, or the Company may establish protection measures without a request if it is deemed likely to cause harm or insecurity.
- The Company will not engage in any unfair actions against the complainant, whistleblower, or those cooperating in the investigation, such as changing job positions, job nature, workplace, suspending work, threatening, disturbing work performance, terminating employment, or any other actions that constitute unfair treatment.