

Appendix: Priority Human Rights Issues for the DNP Group

In-house

- Harassment Prevention

DNP will strive to prohibit all forms of harassment, whether physical or psychological, that threaten individual dignity through harassment.

- Safety and health in the working environment

DNP will comply with occupational safety and health laws and regulations, and will strive to ensure a healthy and safe working environment for all employees working at DNP sites.

- Long Working Hours and Excessive Workload

DNP will comply with local occupational safety and health laws and appropriately manage employee working hours and holidays.

Supply Chain

- Forced Labor and Child Labor

DNP does not condone any form of forced labor, including human trafficking or debt bondage. In addition, the Company does not permit child labor and abides by the minimum working age stipulated in the laws and regulations of each country or region.

Neither do we permit late-night or hazardous labor by workers under 18 years old.

Products and Services

- Impact of our Products and Services on Health and Safety

In addition to complying with relevant laws and regulations, DNP will endeavor to provide accurate and transparent information regarding our products and services in order to ensure consumer health and safety.

- Avoiding Indirect Complicity in Human Rights Violations from the use of our Products and Services

DNP has no intention that its products or services are used in ways that contribute to human rights abuses. In cases where negative impacts become apparent, DNP will take appropriate measures and strive to remedy the situation.

- Regarding Privacy Violations due to the Leaking of Consumer or External Personal Data

Regarding the protection of personal information, DNP will comply with applicable laws and

regulations in each country and region, and will endeavor to thoroughly manage the appropriate acquisition, use, storage, provision, and deletion of such personal data.

Policy for Addressing Individual Issues from the Perspective of Respect for Human Rights

● Responsible Mineral Sourcing

Under the DNP Group Sustainable Procurement Guidelines, the Company will strive to promote responsible procurement, including through due diligence, to avoid contributing to human rights abuses in the procurement of minerals from conflict-affected or high-risk regions.