



## **LS Cable & System Human Rights Commitment**

LS Cable & System strives to create a world where everyone can freely access energy and information without limitations of time or space, as part of its mission to 'Enable the cabled world'. This vision reflects our strong commitment to the value of human rights and to building a society where no one is excluded. We seek to act as a responsible corporate citizen, fulfilling our roles and responsibilities by working together with all stakeholders, including customers, shareholders, employees, business partners, and local communities, with compassion and fairness.

To implement human rights management, we actively support international principles including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the conventions of the International Labour Organization. We are committed to faithfully reflecting these principles across our entire business.

To realize our mission of 'Enable the cabled world', we present the following fundamental principles to protect and promote the human rights of all stakeholders.

### **1. Prohibition of Forced Labor and Child Labor**

We do not unjustly restrict the mental or physical freedom of our employees, nor do we force them to work against their will. We strictly prohibit recruitment practices that involve fees, debt, or collateral, as well as the retention of personal documents such as passports or ID cards. We also firmly prohibit child labor in accordance with national laws and international norms. To prevent such practices, we conduct thorough age verification and employment screening. If any case of child labor is identified, we will take immediate remedial action and implement additional measures to prevent recurrence.

### **2. Non-Discrimination and Respect for Diversity**

We do not tolerate discrimination based on gender, race, nationality, religion, age, disability, political beliefs, or any other personal characteristic. We treat all individuals with dignity and respect, and we promote diversity in the workplace. We do not engage in any form of physical, sexual, or psychological abuse, harassment, or intimidation. Personnel decisions regarding recruitment and promotion are based on merit and capabilities.

### **3. Respect for Freedom of Association**

We respect our employees' rights to freedom of association and collective bargaining. We ensure that no employee is disadvantaged due to union membership or activities. We strive to build a cooperative and trust-based relationship between labor and management through sincere dialogue with employee representatives.

### **4. Compliance with Working Conditions and Wage Guarantees**

We comply with local laws in every country we operate in, including those related to working hours, overtime, and minimum wage. We aim to provide a living wage that reflects local economic conditions and cost of living, so our employees can maintain a dignified standard of living. We continue to monitor and improve the fairness and adequacy of our wage practices.

## **5. Guarantee of Workplace Safety**

We follow international safety standards to ensure a safe and healthy work environment, and we take proactive measures to prevent workplace hazards. We provide systematic safety training to help employees identify and mitigate potential risks before starting any task, thereby ensuring the protection of their lives and well-being.

## **6. Human Rights in the Supply Chain**

We share clear standards with all our business partners to ensure respect for human rights throughout all transactions and cooperation. We implement effective and continuous measures, including human rights due diligence, to identify, prevent, and mitigate any negative impacts on human rights across our supply chain.

## **7. Protection of Information Assets**

We do not collect personal information without prior notice and consent, and we limit data collection to the minimum required by law. We regard the information of our customers and partners as valuable assets, and we comply with all relevant regulations by applying both technical and ethical safeguards.

## **8. Protection of Customer Human Rights**

We aim to contribute to global safety and quality of life through electrical and communication infrastructure. At every stage, from development and production to installation, we prioritize user safety and health. We strive to ensure our customers can use our products and services with trust and confidence.

## **9. Protection of Human Rights in Local Communities**

We carefully assess and minimize our impact on the human rights and environment of local communities throughout our operations. We listen to and respect the opinions of local stakeholders and contribute to sustainable development through mutual trust and cooperation. We reflect community expectations in our management practices and strive to create an environment where both the company and the community can grow together.

## **10. Grievance Mechanisms and Remedies**

We operate grievance mechanisms to allow employees and stakeholders to safely report any human rights concerns. We protect the anonymity and safety of whistleblowers and ensure all reports are examined thoroughly, promptly, and fairly to prevent recurrence.

We hereby declare our commitment to uphold and promote international principles on human rights.

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**LS Cable & System**

**Head of Global Business/CEO**

**Bon Kyu, Koo**

**LS Cable & System**

**Head of Safety Management**

**Woo Tae, Kim**

