

AhnLab Sustainability Management Policy

Human Rights Management Policy

May 28, 2024

AhnLab

Human Rights Management Policy

AhnLab respects the human rights of its employees and all stakeholders, including customers, partners, and local communities, throughout its business operations and is committed to the following principles to promote human rights management.

Human Rights Management Principles

1. AhnLab prohibits discrimination against employees on the basis of gender, race, ethnicity, nationality, religion, disability, age, marital status, pregnancy, or any other status without a reasonable basis in employment practices, including recruitment, promotion, compensation, and access to training opportunities.
2. AhnLab prohibits child labor and does not permit any form of forced or involuntary labor that violates the free will of its employees.
3. AhnLab complies with all applicable labor and wage-related laws in the countries where it operates, including statutory working hours, minimum wage requirements, and labor laws and regulations. Additionally, the Company provides adequate training opportunities and an appropriate working environment to support employee welfare and competency development.
4. AhnLab respects the rights to freedom of association and collective bargaining as guaranteed by the Constitution and will not disadvantage employees because of their union activities.
5. AhnLab prohibits all forms of workplace harassment, including sexual harassment, and strives to protect employees' human rights and foster a healthy workplace culture by addressing employee grievances.
6. AhnLab has established an Environmental Management Policy and strives to ensure that all business activities have a positive impact on the environment. To prevent environmental pollution and degradation, the Company promotes the efficient use and management of energy and strengthens practical programs, including environmental education, biodiversity conservation activities, and environmentally friendly social contribution activities.
7. AhnLab protects the interests and safety of its customers and does not engage in unfair practices toward them. The Company complies with its Personal Data Protection Policy when collecting and processing personal information and fulfills its social responsibility to protect personal information.

8. AhnLab has established a Safety and Health Management Policy and is committed to providing a safe working environment for employees and continuously improving workplace safety.

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Suk Kyoon Kang

Chief Executive Officer, AhnLab

