

Our salient human rights risks and responses

Salient human rights risks	Organizational units in charge	Affected stakeholders	Activities to prevent, mitigate, or address human rights risks
Working hours and an adequate standard of living	- People Team - Partner Collaboration Center	- Our employees - Workers in our supply chains	- Internal monitoring and third-party audits - Industry network engagement Working hours - Pre-building of new products prior to their official release - Regular review of working hours at our production sites and suppliers - Diagnosing subsidiaries with irregularities and addressing root causes - Obtaining consent from production line workers for overtime Standard of living - Calculation of living wage based on Anker Methodology for 20 production sites - Establishing improvement plans for sites paying below the living wage
Forced labor and child labor	- People Team - Partner Collaboration Center	- Our employees - Workers in our supply chains	- Internal monitoring, including of government and NGO reports, and third-party audits - Industry network engagement Forced labor - Development of tailored audit tools for our production sites employing foreign migrant workers - On-site audits of production sites and dormitories - Face-to-face interviews with foreign migrant workers on their working and living conditions - Conducting specialized audits of forced labor of migrant workers employed by our suppliers Child labor - Employment management system - Age verification process - Capacity-building and training - Conducting special audits of child labor for first-tier and second-tier suppliers before and after the school vacation period
Freedom of association and collective bargaining	- People Team - Partner Collaboration Center - Global Technology Research - Vendor Management Improvement T/F	- Our employees - Workers in our supply chains	- Internal and third-party audits - Reinforcement of relevant articles in our Code of Conduct - Running Labor Relations Advisory Group overseen by the Board of Directors - Capacity-building and training - Dialogues and collaboration with employee representative bodies, including labor unions and works councils
Occupational health and safety	- Global EHS Office - Partner Collaboration Center	- Our employees - Workers in our supply chains	- Internal and third-party monitoring - Acquiring and retaining internationally recognized EHS certifications at all of our business sites - Establishing a monitoring system for all of our global production sites - Development and adoption of new protective gear - Safety capacity-building and training, and fostering experts
Non-discrimination & diversity and inclusion	- People Team - Partner Collaboration Center	- Our employees - Workers in our supply chains - End users · Consumers - Local communities · Society	- Internal and third-party audits - Internal DEI network - Capacity-building and training - Annual employee surveys (Samsung Culture Index) - Industry network engagement - Joining the Valuable 500
Anti-harassment	- People Team - Partner Collaboration Center	- Our employees - Workers in our supply chains	- Internal and third-party audits - Capacity-building and training - Annual employee surveys (Samsung Culture Index) - Anti-Discrimination and Harassment Policy - Anti-harassment guidelines - Developing equality self-assessment toolkit and self-assessments at 20 manufacturing sites - Developed and distributed the Essential Guide to Gender Equality - DEI language guide
Product responsibility including AI ethics	- Samsung Research - Corporate Sustainability Center - R&D Teams at each business unit	End users · Consumers	- AI Ethics Principles of fairness, transparency, and accountability - Guidelines on AI Ethics - Provision of AI models and data card templates - Online training
Digital responsibility including privacy and freedom of expression	- Information Security Center - Global Privacy Office - Communications Team - Partner Collaboration Center	- Our employees - Workers in our supply chains - End users · Consumers - Local communities · Society	- Provision of products and services in compliance with Samsung Privacy Protection Principles including transparency, security, and choice - Enabling freedom of expression in products and services
Environmental responsibility	- Global EHS Office - Partner Collaboration Center - Corporate Sustainability Center	- Our employees - Workers in our supply chains - End users · Consumers - Local communities · Society	- Announcement of the New Environmental Strategy incorporating emissions reduction, new sustainability practices, and innovative technologies and products - Acquiring and retaining internationally recognized environment and energy certifications
Supplier responsibility	- Partner Collaboration Center - Purchase Teams - Global EHS Office	Workers in our supply chains	- Responsible purchasing practice requirements in contracts and evaluations of suppliers - Self-assessments, internal and third-party monitoring - Regular verification of supplier data - Capacity-building and training - Monitoring the status of remedy for victims of human rights violations at first-tier suppliers - Research on suppliers' recruitment agencies in sending and receiving countries
Responsible minerals sourcing	- Partner Collaboration Center - Purchase Teams - Corporate SustainabilityCenter	- Workers in our supply chains - Local communities · Society	- Participation in grassroots projects - Capacity-building and training - Industry network engagement - Monitoring data on conflict minerals and high-risk minerals used by first-tier suppliers and smelters - Conducting on-site audits at first-tier suppliers - Requesting a ban on transactions with suppliers using uncertified smelters