



# E · S · G Social

A company that realizes social value through  
the establishment and expansion of a human  
rights-respecting organizational culture

**Innovation**

**Transparency**

**Advocacy**

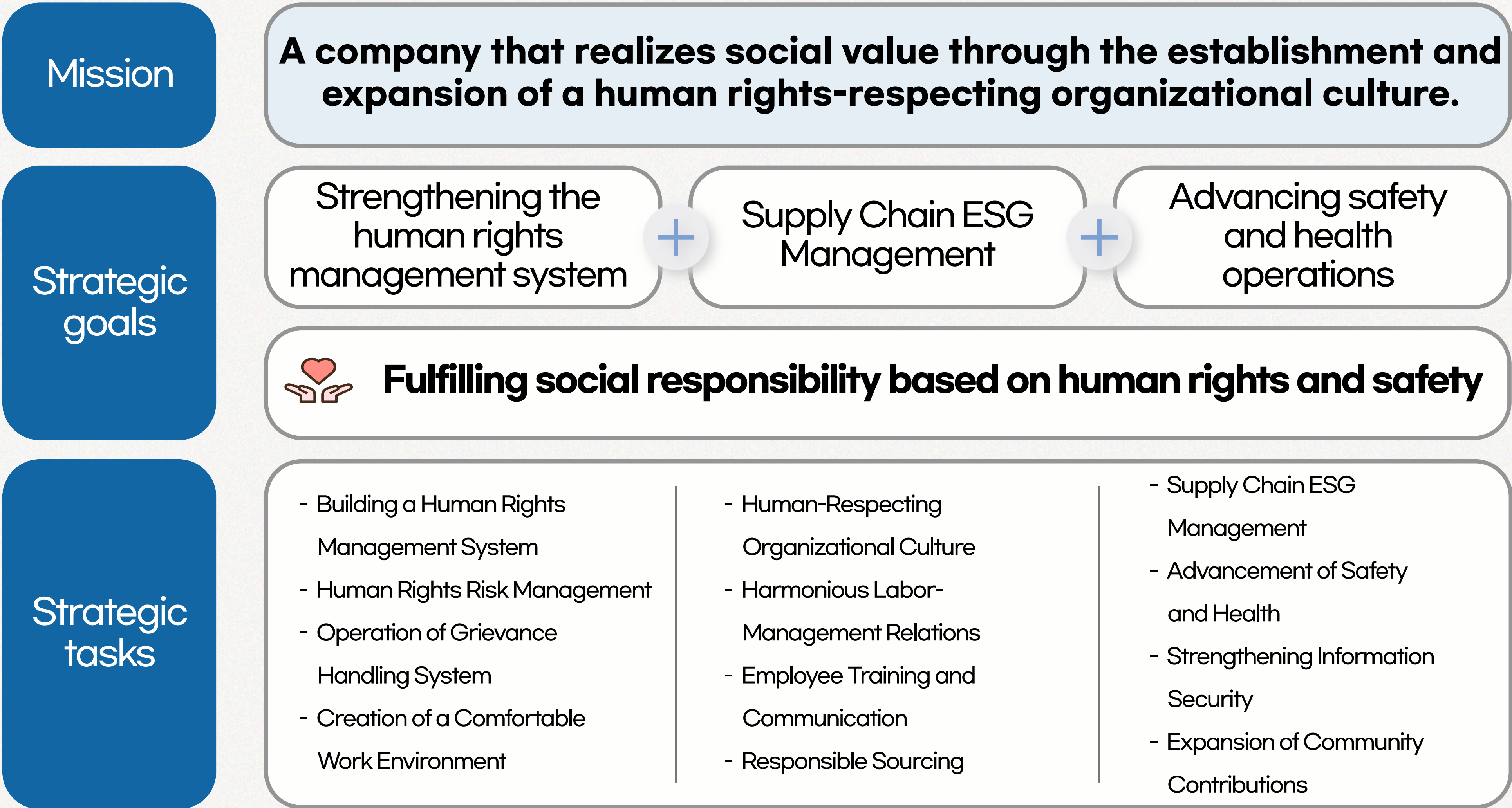
**Commitment**

## **Social Operations Policy**

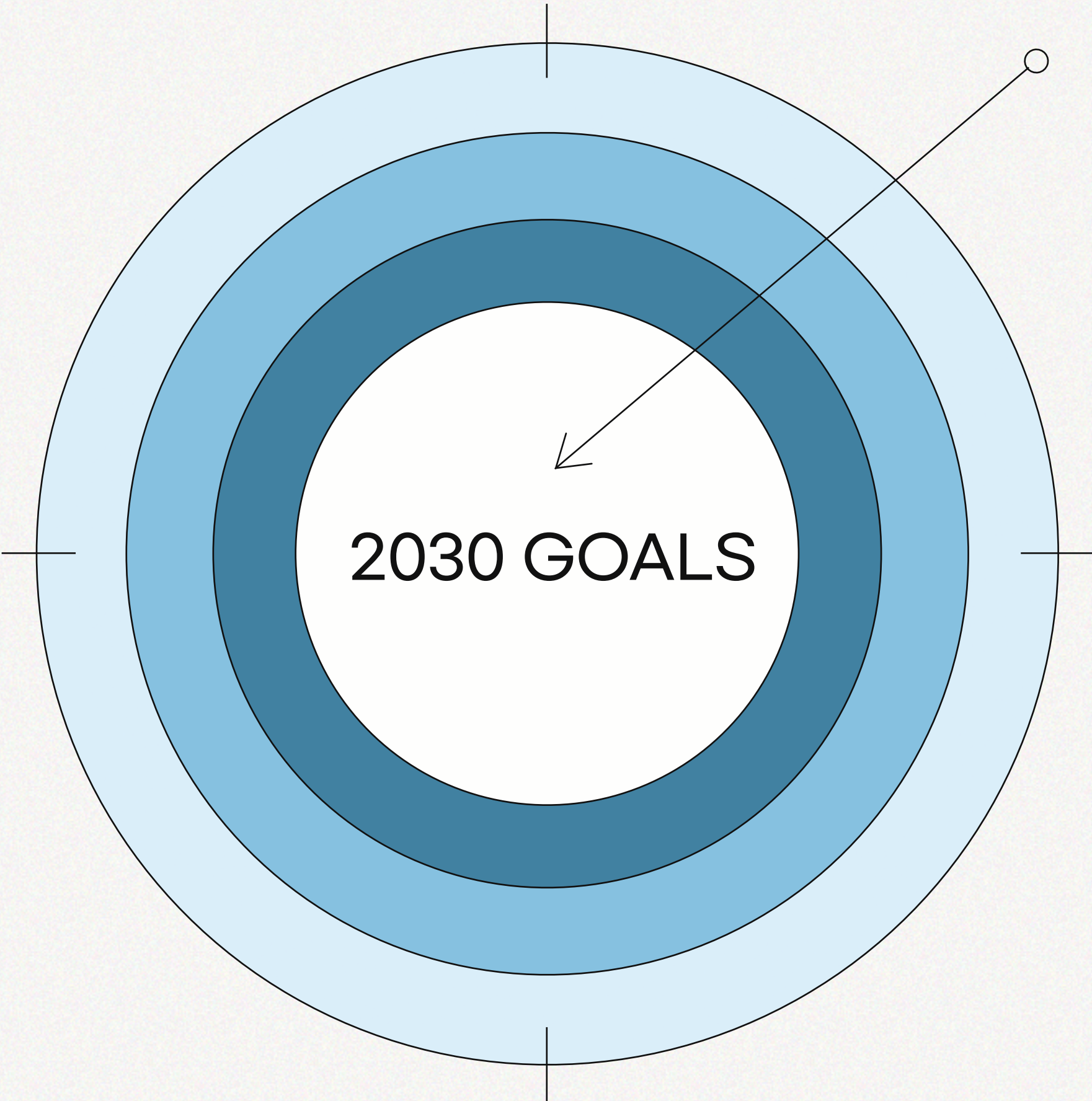
ITAC will strengthen its human rights management system by reinforcing human rights regulations and expanding awareness through systematic human rights education. The company will not only create a safe and desirable work environment for employees but also establish a culture of mutual growth with suppliers through a structured supply chain ESG management system. In doing so, ITAC will practice sustainable and win-win management, as well as fulfill its social responsibilities.



ITAC is pursuing human rights management based on its corporate philosophy of respecting humanity and prioritizing the environment, ensuring the safety and well-being of its employees.







- |   |   |   |
|---|---|---|
| 1 | ACHIEVING EMPLOYEE WORKPLACE SATISFACTION OF 90% OR HIGHER  | ✓ |
| 2 | RESPECTING THE RIGHT TO ORGANIZE ACT OF 2021  | ✓ |
| 3 | A 10% INCREASE IN AVERAGE TRAINING HOURS PER EMPLOYEE COMPARED TO 2024  | ✓ |
| 4 | MAINTAINING ZERO INCIDENTS RELATED TO CHILD LABOR AND FORCED LABOR  | ✓ |
| 5 | ACHIEVING A 100% COMPLETION RATE FOR TRAINING RELATED TO DIVERSITY, EQUITY, AND WORKPLACE HARASSMENT                | ✓ |
| 6 | CONDUCTING REGULAR HUMAN RIGHTS IMPACT ASSESSMENTS AT LEAST ONCE A YEAR FOR EXTERNAL STAKEHOLDERS (SUPPLIERS, ETC.) | ✓ |
| 7 | MAINTAINING 100% PAYMENT OF LIVING WAGES TO ALL EMPLOYEES   | ✓ |



Human Rights Management Declaration

In line with ITAC’s corporate philosophy of respecting human beings and prioritizing the environment, the company actively practices human rights management.  
As a standard for the actions and value judgments that all employees must follow, ITAC hereby declares its commitment to human rights management and pledges to put it into practice.

- 1. We respect and support international standards and norms regarding human rights.
- 2. We do not discriminate on the basis of gender, age, race, disability, religion, education, origin, political views, or family relationships, and we respect diversity.
- 3. We do not tolerate any form of forced labor or child labor.
- 4. We create a human rights-friendly working environment and strive to enhance the growth and quality of life of our employees through various welfare systems.
- 5. We establish safe working conditions to promote industrial safety and health.
- 6. We pay salaries that meet or exceed the minimum wage on time and comply with work hour and rest regulations.
- 7. We pursue labor-management harmony and guarantee the freedom of collective bargaining and association.
- 8. We comply with domestic and international environmental regulations and strive to protect the environment and prevent pollution.
- 9. We provide prompt and appropriate remedial measures for any human rights violations that arise from business activities.
- 10. We respect the human rights of all stakeholders, including customers, local communities, relevant organizations, and partners, and seek mutually beneficial development.

October 2023



In line with ITAC’s corporate philosophy of respecting human beings and prioritizing the environment, the company actively practices human rights management. As a standard for the actions and value judgments that all employees must follow, ITAC hereby declares its commitment to human rights management and pledges to put it into practice.

- 1. We respect and support international standards and norms regarding human rights.
- 2. We do not discriminate on the basis of gender, age, race, disability, religion, education, origin, political views, or family relationships, and we respect diversity.
- 3. We do not tolerate any form of forced labor or child labor.
- 4. We create a human rights-friendly working environment and strive to enhance the growth and quality of life of our employees through various welfare systems.
- 5. We establish safe working conditions to promote industrial safety and health.
- 6. We pay salaries that meet or exceed the minimum wage on time and comply with work hour and rest regulations.
- 7. We pursue labor-management harmony and guarantee the freedom of collective bargaining and association.
- 8. We comply with domestic and international environmental regulations and strive to protect the environment and prevent pollution.
- 9. We provide prompt and appropriate remedial measures for any human rights violations that arise from business activities.
- 10. We respect the human rights of all stakeholders, including customers, local communities, relevant organizations, and partners, and seek mutually beneficial development.



Supplier Ethics Pledge

Our company recognizes that a clean corporate culture and fair, transparent business practices are the foundation for enhancing mutual competitiveness. We pledge to join ITAC’s ethical management efforts, familiarize ourselves with the code of ethics, ethical guidelines, and ethical charter, and diligently comply with them.

- 1. We will comply with all relevant laws and standards, perform our duties with honesty, and will not pursue economic or non-economic benefits through improper means.
- 2. We will not engage in any unethical or unfair demands or actions, such as offering or accepting money, gifts, congratulatory or condolence money, hospitality, excessive entertainment or sponsorship, special treatment, future guarantees, verbal abuse, physical assault, or defamation related to work.
- 3. We will respect the basic human rights of all employees and will not discriminate based on nationality, race, region, gender, age, disability, sexual orientation, political or religious beliefs.
- 4. We will prohibit forced labor and child labor, ensure compliance with labor hours and minimum wage laws, and provide fair compensation.
- 5. We will work to prevent accidents and occupational diseases and will create a safe and healthy working environment for all employees.
- 6. We will comply with environmental protection laws and standards, minimize environmental pollution, and pursue continuous improvement in environmental protection.
- 7. We will not participate in unfair trade practices or undermine fair market order.
- 8. We will not disclose the company’s tangible or intangible assets or internal information without authorization, nor will we lead or cooperate in the leakage of key personnel.

We hereby pledge to fully adhere to the above matters and strive to practice fair and transparent transactions, foster a culture of ethical management, and achieve mutual growth and development.

Date : , ,  
Company Name : Pledger : (Signature)

To: CEO of ITAC

Our company recognizes that a clean corporate culture and fair, transparent business practices are the foundation for enhancing mutual competitiveness. We pledge to join ITAC’s ethical management efforts, familiarize ourselves with the code of ethics, ethical guidelines, and ethical charter, and diligently comply with them.

- 1. We will comply with all relevant laws and standards, perform our duties with honesty, and will not pursue economic or non-economic benefits through improper means.
- 2. We will not engage in any unethical or unfair demands or actions, such as offering or accepting money, gifts, congratulatory or condolence money, hospitality, excessive entertainment or sponsorship, special treatment, future guarantees, verbal abuse, physical assault, or defamation related to work.
- 3. We will respect the basic human rights of all employees and will not discriminate based on nationality, race, region, gender, age, disability, sexual orientation, political or religious beliefs.
- 4. We will prohibit forced labor and child labor, ensure compliance with labor hours and minimum wage laws, and provide fair compensation.
- 5. We will work to prevent accidents and occupational diseases and will create a safe and healthy working environment for all employees.
- 6. We will comply with environmental protection laws and standards, minimize environmental pollution, and pursue continuous improvement in environmental protection.
- 7. We will not participate in unfair trade practices or undermine fair market order.
- 8. We will not disclose the company’s tangible or intangible assets or internal information without authorization, nor will we lead or cooperate in the leakage of key personnel.



## Supplier Anti-Corruption Integrity Pledge

We pledge to lead by example to be corruption free and fostering a fair society through an honest and frugal lifestyle. Furthermore, we vow to actively participate in the establishment of a righteous and transparent transaction culture at ITAC and faithfully comply with all related principles.

1. We will comply with laws and principles, prioritize the public interest over private gains, and will not seek undue financial benefits in the course of our work.

※ Undue Benefits  
Purchasing stocks or bonds at no cost or at a discount  
Purchasing assets (e.g., vehicles) and products from business partners at below-market prices  
Acquiring shares in privately held companies related to our business
2. We will not engage in borrowing or lending money using our position, abuse our authority, interfere with business interests, or participate in solicitations. We will not engage in any activities that contradict the creation of an anti-corruption and integrity-driven culture.

Solicitation: Requests related to hiring, promotions, contracts, subsidies, etc., as specified under the Prohibition of Improper Solicitation and Graft Act  
Prohibition of monetary relations with employees of partner companies through work-related connections  
Prohibition of monetary relationships, regardless of the amount
3. We will not use our work-related authority to provide special favors in violation of regulations, nor will we demand or coerce unfair contracts under the guise of business transactions.

Special Favors: Overpriced purchases, underpriced sales, leaking bid information, manipulating estimates, fake bids, unfair registration of suppliers, undue volume pushing, etc.  
Prohibition of coercion or abuse of power in the contracting process, such as determining unfair prices, unjust returns or cancellations, and unfair demands for technical or management information, retaliation, or illegal actions
4. We will not accept any form of monetary gifts, goods, or hospitality, such as excessive meals, golf, or alcohol, and will lead by example in preventing corruption and promoting an honest society.

Excessive Meals: Dining at high-end restaurants, such as Japanese or Korean traditional restaurants or hotels  
Alcoholic Entertainment: Entertaining in places like karaoke rooms or nightclubs with hostesses  
Monetary Gifts: Cash, checks, or excessive social gifts (e.g., wedding or condolence money beyond socially acceptable amounts)  
Gifts: Expensive promotional gifts, holiday gifts, golf clubs, shoes, clothing, or anything beyond ordinary social conventions

1. We will comply with laws and principles, prioritize the public interest over private gains, and will not seek undue financial benefits in the course of our work.

※ Undue Benefits  
Purchasing stocks or bonds at no cost or at a discount  
Purchasing assets (e.g., vehicles) and products from business partners at below-market prices  
Acquiring shares in privately held companies related to our business
2. We will not engage in borrowing or lending money using our position, abuse our authority, interfere with business interests, or participate in solicitations. We will not engage in any activities that contradict the creation of an anti-corruption and integrity-driven culture.

Solicitation: Requests related to hiring, promotions, contracts, subsidies, etc., as specified under the Prohibition of Improper Solicitation and Graft Act  
Prohibition of monetary relations with employees of partner companies through work-related connections  
Prohibition of monetary relationships, regardless of the amount
3. We will not use our work-related authority to provide special favors in violation of regulations, nor will we demand or coerce unfair contracts under the guise of business transactions.

Special Favors: Overpriced purchases, underpriced sales, leaking bid information, manipulating estimates, fake bids, unfair registration of suppliers, undue volume pushing, etc.  
Prohibition of coercion or abuse of power in the contracting process, such as determining unfair prices, unjust returns or cancellations, and unfair demands for technical or management information, retaliation, or illegal actions
4. We will not accept any form of monetary gifts, goods, or hospitality, such as excessive meals, golf, or alcohol, and will lead by example in preventing corruption and promoting an honest society.

Excessive Meals: Dining at high-end restaurants, such as Japanese or Korean traditional restaurants or hotels  
Alcoholic Entertainment: Entertaining in places like karaoke rooms or nightclubs with hostesses  
Monetary Gifts: Cash, checks, or excessive social gifts (e.g., wedding or condolence money beyond socially acceptable amounts)



Conveniences: Support for transportation, events, lodging, or anything outside the scope of work

Cash-equivalent Assets: Vouchers, airline tickets, membership cards, cultural gift certificates, event tickets, gift cards, etc.

5. We will not instruct employees to engage in fair trade violations, nor will we approve or abet such violations by employees.

6. We will not cause financial or material harm, nor will we make or receive improper solicitations.

Financial and Material Harm: Demands for sponsorships, shifting dinner costs, free use of vehicles, etc.

Prohibition of Promises for Transaction Success in Exchange for Benefits

Prohibition of Soliciting Future Employment Promises or Guarantees, e.g., after retirement

Prohibition of Requests for Job Recommendations, Promotions, or Hiring of Relatives, or Suggestions for Financial Products

7. We will not disclose the company's tangible or intangible assets or internal information without authorization, nor will we lead or cooperate in the leakage of key personnel.

Information Assets: Business secrets, bidding information, technical development data (including failed technology data), software, personnel and management information, customer and partner information, employee personal information, etc.

8. We will comply with contracts with partners and will not engage in illegal activities related to transactions.

9. We will not exercise abuse of power, thoroughly familiarize ourselves with anti-corruption and public interest reporting laws, the Prohibition of Improper Solicitation and Graft Act, and the employee code of conduct, ensuring compliance with all related obligations and avoiding actions that damage the company’s reputation.

10. We will rigorously exclude external improper interference, allowing all organizational members to work with conviction, and strive to create a culture of integrity.

We hereby pledge to fully understand and diligently implement the  
aforementioned matters, striving to ensure that a culture of fair and  
transparent transactions is upheld. We commit to establishing and faithfully  
adhering to a righteous transaction culture, while making every effort to  
prevent any disadvantages to our stakeholders and partners.

Date : , ,

Company Name : Pledger : (Signature)

To: CEO of ITAC

Gifts: Expensive promotional gifts, holiday gifts, golf clubs, shoes, clothing, or anything beyond ordinary social conventions

Conveniences: Support for transportation, events, lodging, or anything outside the scope of work

Cash-equivalent Assets: Vouchers, airline tickets, membership cards, cultural gift certificates, event tickets, gift cards, etc.

5. We will not instruct employees to engage in fair trade violations, nor will we approve or abet such violations by employees.

6. We will not cause financial or material harm, nor will we make or receive improper solicitations.

Financial and Material Harm: Demands for sponsorships, shifting dinner costs, free use of vehicles, etc.

Prohibition of Promises for Transaction Success in Exchange for Benefits

Prohibition of Soliciting Future Employment Promises or Guarantees, e.g., after retirement

Prohibition of Requests for Job Recommendations, Promotions, or Hiring of Relatives, or Suggestions for Financial Products

7. We will not disclose the company's tangible or intangible assets or internal information without authorization, nor will we lead or cooperate in the leakage of key personnel.

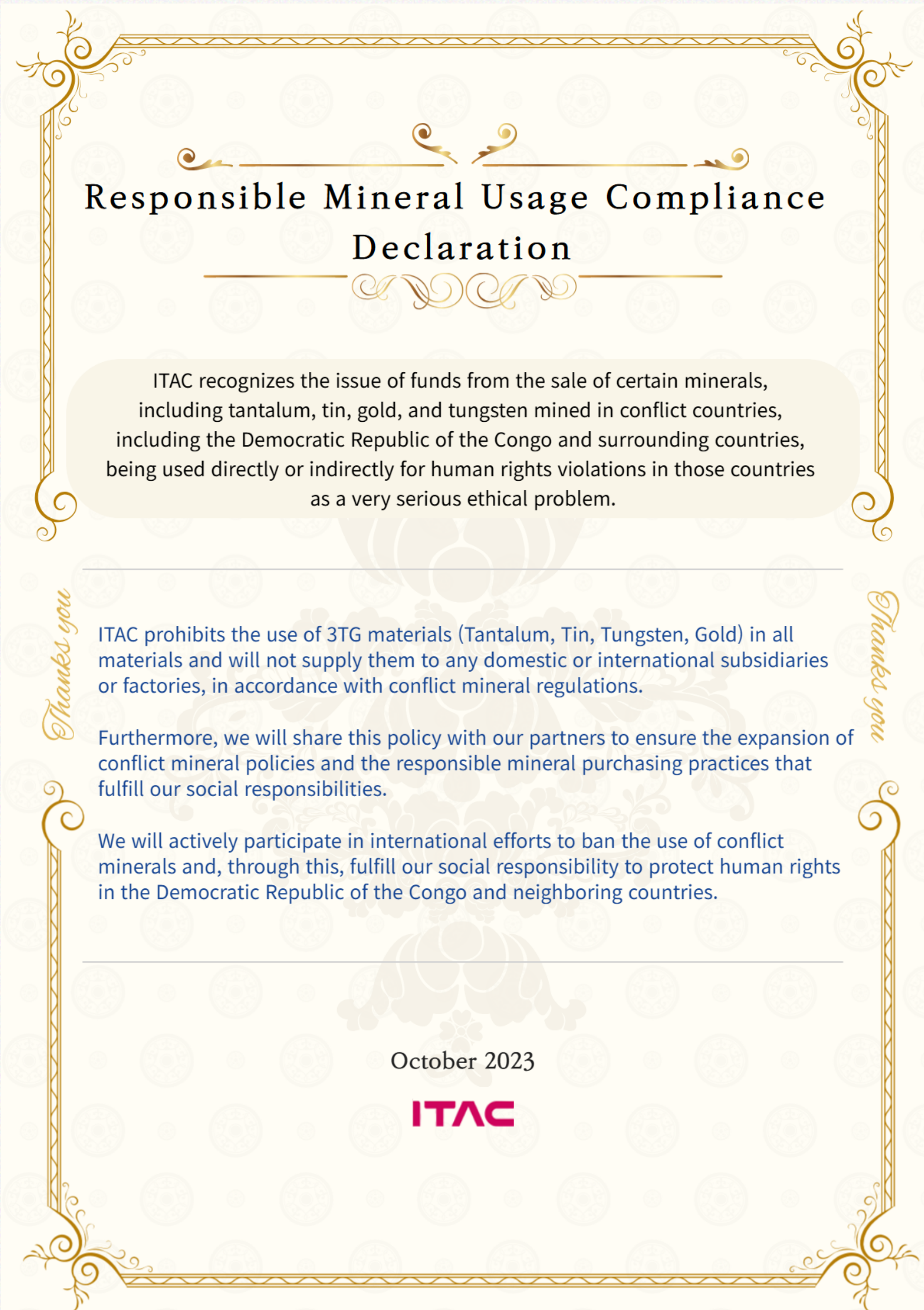
Information Assets: Business secrets, bidding information, technical development data (including failed technology data), software, personnel and management information, customer and partner information, employee personal information, etc.

8. We will comply with contracts with partners and will not engage in illegal activities related to transactions.

9. We will not exercise abuse of power, thoroughly familiarize ourselves with anti-corruption and public interest reporting laws, the Prohibition of Improper Solicitation and Graft Act, and the employee code of conduct, ensuring compliance with all related obligations and avoiding actions that damage the company’s reputation.

10. We will rigorously exclude external improper interference, allowing all organizational members to work with conviction, and strive to create a culture of integrity.





ITAC recognizes the issue of funds from the sale of certain minerals, including tantalum, tin, gold, and tungsten mined in conflict countries, including the Democratic Republic of the Congo and surrounding countries, being used directly or indirectly for human rights violations in those countries as a very serious ethical problem.

ITAC prohibits the use of 3TG materials (Tantalum, Tin, Tungsten, Gold) in all materials and will not supply them to any domestic or international subsidiaries or factories, in accordance with conflict mineral regulations.

Furthermore, we will share this policy with our partners to ensure the expansion of conflict mineral policies and the responsible mineral purchasing practices that fulfill our social responsibilities.

We will actively participate in international efforts to ban the use of conflict minerals and, through this, fulfill our social responsibility to protect human rights in the Democratic Republic of the Congo and neighboring countries.