

Social

[Human Rights Management]

JW places the highest priority on the dignity and rights of its internal and external stakeholders, including employees, and strengthens its human rights management system to ensure effective human rights protection.

Through its Human Rights Management Declaration, JW demonstrates a clear commitment to action. The company also works to embed a culture of respect for human rights across the organization through annual employee pledges and regular training.

On May 21, 2025, JW Holdings joined the UN Global Compact and established a human rights management policy aligned with global standards, strengthening its capacity to implement human rights management practices.

In addition, JW maintains an anonymous grievance-handling system to proactively identify and address potential human rights risks.

Human Rights Management Declaration

Guided by the spirit of “respect for life” that has been upheld since its founding, JW Holdings contributes to the health and well-being of humanity and practices social responsibility and ethical management. The company respects the human rights of all stakeholders, including employees, customers, partners, local communities, investors, children, and supply chain participants, and regards human rights management as a core principle of its corporate activities. In addition, JW Holdings seeks to contribute to the realization of universal values that uphold human dignity by extending the principles of social contribution it has long pursued, including support for underserved communities and sponsorship of culture and the arts, across its broader human rights management practices.

Through this declaration, JW Holdings clearly sets out its fundamental principles and commitment to human rights management both internally and externally, while presenting a responsible management direction for a sustainable future.

Human Rights Management Principles

1. **Respect for Human Rights:** We respect human dignity and values across all areas of business and strive to protect and promote the human rights of our stakeholders.
2. **Non-Discrimination and Fair Treatment:** We do not engage in unfair discrimination on any grounds, including gender, race, nationality, language, religion, age, disability, gender identity, or social status, and we strive to ensure fair opportunities and treatment for all stakeholders.
3. **Compliance with Working Conditions:** We promote the rights and welfare of our employees by ensuring fair compensation, appropriate working hours, and a safe and healthy working environment in accordance with applicable laws and internal standards.
4. **Humane Treatment:** We ensure fair and humane treatment of all employees and employees of partners, based on respect and consideration.
5. **Prohibition of Forced Labor and Child Labor:** We strictly prohibit all forms of forced labor and child labor in violation of applicable laws and international standards and strive to ensure that all labor is provided voluntarily and that legitimate labor rights are protected.
6. **Occupational Safety and Health:** We place the highest priority on the safety and health of employees and continuously strive to create a safe working environment in accordance with occupational safety laws and internal standards.
7. **Protection of the Human Rights of Communities and Customers:** We promote activities to respect and protect the human rights of communities and customers and endeavor to prevent and mitigate human rights risks that may arise in the course of business operations.
8. **Establishment of a Human Rights Management System:** We operate a human rights due diligence and impact assessment system with reference to international standards, including the UN Guiding Principles on Business and Human Rights (UNGPs), and transparently disclose key implementation status and improvements in accordance with applicable standards and internal policies.

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Human Rights Management Declaration

Commitment to Action

Based on the principles set out above, JW Holdings will promote human rights management across the company. We will strengthen employees' awareness and understanding of human rights through regular education and training and will continue to refine internal procedures for the prevention of and response to human rights violations. In addition, we will operate reporting and remedy procedures for human rights violations to ensure transparent and prompt responses, while continuing to enhance our human rights management practices through ongoing communication with stakeholders.

Through this Human Rights Management Declaration, JW Holdings will seek to uphold respect for human rights together with its stakeholders and play a leading role in driving positive change toward a sustainable society.

Development of a Human Rights Policy

JW has established a human rights management policy aligned with global standards to protect human dignity and values across all business activities. This policy is in line with international human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs). JW's human rights policy provides a foundation for protecting the rights of all stakeholders, including not only employees but also customers, investors, and partners.

Under this policy, JW explicitly prohibits discrimination on grounds such as gender, race, nationality, language, religion, age, disability, gender identity, and social status, as well as forced labor, human trafficking, and child labor. The policy also promotes respect for human rights, including labor rights, by ensuring compliance with statutory working hours, fair compensation, and occupational safety requirements.

※ The Human Rights Management Declaration and Human Rights Policy are available at the following link. (QR code)



JW Holdings



JW Pharmaceutical



JW Shinyak



JW Life Science

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Human Rights Management Pledge

All JW employees sign the Compliance and Ethics Pledge annually. The Compliance and Ethics Pledge affirms the recognition and respect for human dignity and value among all employees.

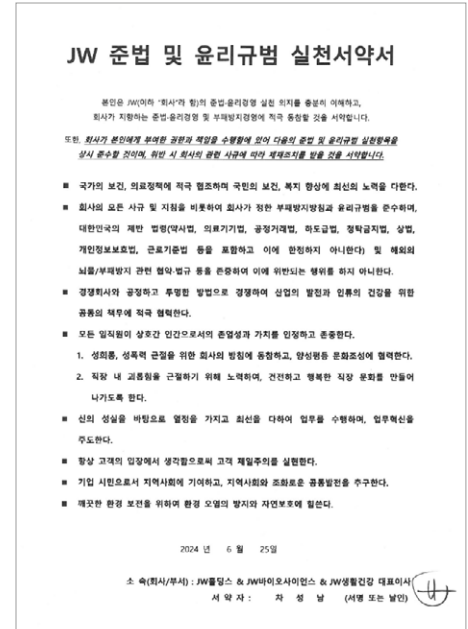
All employees acknowledge and respect one another's dignity and value as human beings.

1. Support the company's policy to eradicate sexual harassment and sexual violence, and cooperate in fostering a culture of gender equality.
2. Recognize workplace bullying as a harmful practice that must be eliminated, and strive to create a healthy and positive workplace culture.

Human Rights Education

JW provides regular sexual harassment prevention and disability awareness improvement training for all employees.

Category	2023	2024	2025	2026 Plan
Number of Employees That Completed Human Rights Education	2,140 persons	2,072 persons	1,982 persons	1,950 persons
Total Training Hours	4,280h	4,144h	3,964h	5,850 h
Training Hours per Person	2h	2h	2h	3 h
Training Content	Sexual Harassment Prevention and Disability Awareness Improvement Training		Human Rights Management Training (June) Sexual Harassment Prevention and Disability Awareness Training (September)	



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Human Rights Impact Assessment

As a key component of human rights due diligence, JW conducts human rights impact assessments to identify potential human rights risks arising from its business activities in advance and to prevent or mitigate such risks. Through this process, JW seeks to move beyond policy formulation and verify whether respect for human rights is effectively embedded throughout its business operations. In 2025, JW strengthened the foundation for human rights management by joining the UN Global Compact and establishing a human rights management policy. In 2026, the company plans to further advance the implementation of human rights management by conducting human rights impact assessments. These assessments will cover stakeholders that may be vulnerable to human rights risks, including employees, suppliers, partners, consumers, and local communities. JW also plans to transparently disclose identified risks, along with related improvement and mitigation measures, through its Sustainability Report and website.

2026 Roadmap

Schedule	Phase	Key Activities
March 2026	Implementation of human rights impact assessments	Establish human rights impact assessment indicators and conduct human rights impact assessments for employees
May 2026	Risk identification	Identify key human rights risks based on the assessment results Analyze the impact and likelihood of identified human rights violations
June 2026	Establishment of a human rights risk management system	Further analyze the impact and likelihood of identified human rights violations Establish and immediately implement preventive and corrective measures for identified risks
July 2026	Feedback and advancement	Monitor the effectiveness of implemented measures and refine evaluation indicators to institutionalize regular human rights impact assessments

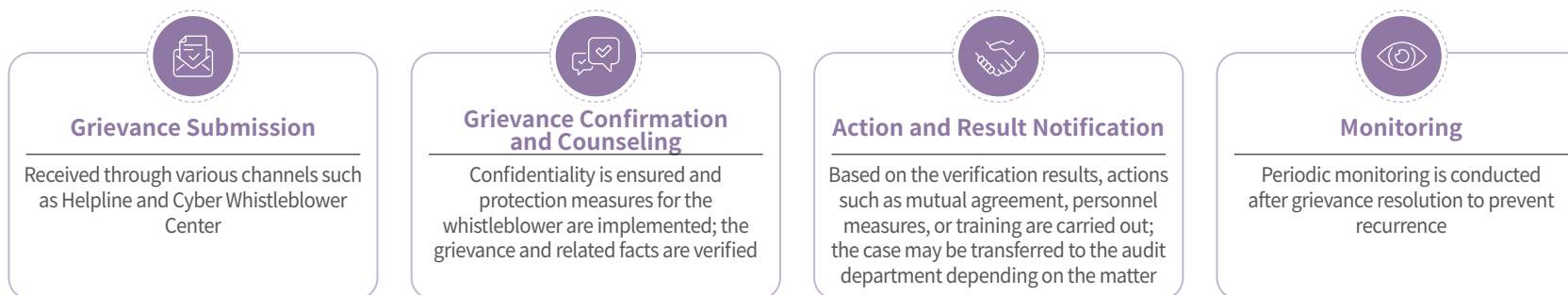
By Company Key initiatives

<p style="text-align: center;">JW Holdings</p> <ul style="list-style-type: none"> ① Minimizing and improving human rights violation risks through the operation of the grievance handling system ② Continuous human rights education 	<p style="text-align: center;">JW Pharmaceutical</p> <ul style="list-style-type: none"> ① Operating a management system (ISO 45001) to prevent risks related to occupational safety and health ② Strengthening respect and protection of consumer rights through Consumer-Centered Management (CCM) 	<p style="text-align: center;">JW Shinyak</p> <ul style="list-style-type: none"> ① Operating a management system (ISO 37001) to ensure transparent and sound transactions with business partners 	<p style="text-align: center;">JW Life Science</p> <ul style="list-style-type: none"> ① Operating a management system (ISO 45001) to prevent risks related to occupational safety and health ② Operating a management system (ISO 14001) to protect local communities and guarantee environmental rights
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Grievance Handling System Operation Process

JW operates a grievance handling system to prevent workplace harassment, discrimination, etc., and to respect and protect the human rights of employees. Grievances are received through various channels, including internal and external reporting systems such as the Helpline and Cyber Whistleblower Center. The company strives to ensure the protection of whistleblowers and prevent any disadvantage or discrimination against those who report.



2025 Human Rights Grievance Handling Performance

Company	Human Rights Management Principle	Item	Number of Cases		
			Reported	Resolved	Resolution Rate
JW Holdings	Ensuring Occupational Safety	Ensuring a Safe and Healthy Working Environment	1	1	100%
JW Pharmaceutical	Respect for Human Rights	Respect for Human Dignity and Value	6	6	100%
	Compliance with Working Conditions	Fair Wages	1	1	100%
JW Life Science	Respect for Human Rights	Respect for Human Dignity and Value	2	2	100%
	Compliance with Working Conditions	Appropriate Working Hours	1	1	100%
JW Medical	Humane Treatment	Ensuring Humane Treatment	2	2	100%
	Compliance with Working Conditions	Appropriate Working Hours	1	1	100%
JW Living Healthcare	Respect for Human Rights	Respect for Human Dignity and Value	1	1	100%
Total			15	15	100%