

Doosan Corporation Human Rights Management Declaration

Human Rights Management

Doosan Corporation respects the human rights of not only its employees but of all stakeholders engaged with its management activities, and advises third parties, including suppliers and business partners, to practice human rights management at the same level. The human rights policy of Doosan stipulates basic human rights to be guaranteed, regardless of a person's origin, gender, ethnicity, or other conditions.

As a member of the UN Global Compact, we abide by the 10 principles of Global Compact in the areas of human rights, labor, the environment and anti-corruption, establish and practice human rights management and due diligence based on internationally-recognized principles of human rights that, such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights: Ruggie Framework. Doosan Corporation applies the following principles equally to the employees of suppliers and business partners such as dispatching, subcontracting, and trading parties. We have established a human rights management system and take remedial steps in the event of human rights violations. We aim to become a business that grows together with its local communities by pursuing activities aimed at improving human rights.

Doosan Corporation operates an online whistle-blowing center on our website to prevent possible human rights violations occurring in business processes. We protect whistle blowers through confidentiality principles and handle all issues quickly and fairly.

1. Human Rights Management Policy

- **Guarantee of non-discrimination in hiring and freedom of association and collective bargaining**
We do not discriminate in employment, including position, on the basis of gender, religion, disability, age, social status, or region of origin, and we guarantee equal remuneration. In addition, we recognize the freedom of association and collective bargaining of workers and do not give any disadvantages to labor union activities.
- **Prohibition of forced/child labor and human trafficking**
We do not accept any form of forced labor that may occur in business activities and abide by the minimum age for employment set by the country of business. In the case if we find we have hired a minor, we will take immediate remedial measures to prevent all wrongful labor practices that damage human dignity.
- **Ensuring industrial safety and responsible supply chain management**
We strive to maintain a safe working environment and follow environmental, health and safety laws and standards that apply to our workplaces. In addition, we adopt separate safety and health measures for pregnant women, the disabled and other vulnerable workers. We establish and continuously check policies and guidelines related to the ESG risks of our supply chain. We also monitor all suppliers and business partners. We will stop engaging in transactions with supply chain that fail to take corrective steps against human rights infringements.
- **Protection of human rights and environmental rights of local residents**
We respect local residents' rights to life and freedom of relocation, as well as their individual rights related to safety and property ownership. In addition, we adhere to the principle of a preventive approach to environmental issues and systematically implement plans to prevent, mitigate, and control serious environmental damage and environmental disasters.
- **Protection of customer human rights**
We pay careful attention to marking design and manufacturing conditions and other indications on products in accordance with legal standards in order to prevent product defects from causing damage to the life, health, or safety of customers. In the event that damage is detected after a product is launched on the market, we notify customers of the risk and recall the product immediately. Moreover, we take necessary measures to protect all personal information collected by our company based on our policy of respecting the privacy of customers and employees.

2. Human Rights Management System

Doosan Corporation values the principles of 'Protect, Respect, and Remedy,' based on the 'UN Guiding Principles on Business and Human Rights; Ruggie Framework'. In accordance with this principle, Doosan specifically identifies, prevents, mitigates, and responds to human rights risks not only for its employees but also for all stakeholders.

2-1. Risk identification : Human rights impact assessment

Doosan Corporation identifies human rights risk factors by diagnosing negative human rights impacts that may be caused or contributed to business activities or that may be directly related to its business activities, products, and services due to its business relationships. Doosan also identifies potential risks through a human rights survey of internal employees and stakeholders.

2-2. Risks improvement : Establishment and management of risk prevention and mitigation processes

Doosan Corporation identifies major potential human rights issues that may arise during business operations and ranks the nature and risk level of the issues. We also conduct human rights due diligence on major issues as necessary and manage organizations responsible for each issue so that fundamental remedies, prevention, and mitigation measures are properly taken care of.

2-3. Remedial measures : Grievance Process

Doosan Corporation operates a grievance handling process as an early warning system for human rights violations that may occur during business activities to prevent further aggravation of human rights violations. In addition, it operates various channels through its grievance handling process to enable members to file complaints and seek remedies for any human rights violations that have already occurred, ensuring a communication process without undue burden.

Doosan Corporation will take the lead in supporting and respecting human rights principles as a Proud Global Doosan.

2023.1.19

Doosan Corporation
CBO
Hongsung Moon
President



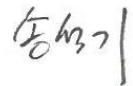
Doosan Corporation
Electro-Materials BG
Seungwoo Yoo
President



Doosan Corporation
DDI BU
Myong-hwan Oh
Executive Vice
President



Doosan Corporation
FCP BU
Jongseon Kim
Senior Vice President



Doosan Corporation
Retail BU
Seokkee Song
Vice President

Doosan Corporation
Business Operations
CFO
Seungam Baek
Executive Vice
President



Doosan Corporation
Business Operations
CSO
Youngho Park
Executive Vice
President



Doosan Corporation
Business Operations
CSHO
Jongwon Lee
Executive Vice
President

Doosan Corporation
CISO
Jeongbae Hong
Vice President

Doosan Corporation
Business Operations
HR
Jeonghan Bae
Vice President



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