

## CreateMedic Human Rights Policy

### **Human Rights Policy**

We, the Create Medic Group, position respect for human rights as a key management priority and commit to fulfilling this responsibility across all our business activities. Through dialogue with our employees and suppliers, we will eliminate all forms of exploitative labor practices, including forced labor and child labor, from our supply chain.

We will fulfill our responsibility to respect human rights as a global corporation by addressing human rights risks related to our business with sincerity and appropriateness. Additionally, we will respect diverse values and promote flexible work styles, striving to establish a workplace environment where all employees can fully realize their potential.

### **1. International Norms We Respect**

We respect internationally recognized human rights standards, such as the *Universal Declaration of Human Rights*, the *International Covenants on Civil and Political Rights* and on Economic, Social, and Cultural Rights, as well as the *ILO Declaration on Fundamental Principles and Rights at Work*, which outlines core labor standards.

Furthermore, in line with the *UN Guiding Principles on Business and Human Rights*, we will respect these international standards as a global corporate group while ensuring full compliance with applicable laws and regulations. If any conflict arises between international standards and local laws or regulations, we will seek ways to prioritize respect for international norms.

### **2. Policy Framework**

This policy, approved by the Board of Directors, complements the *Create Medic Group Code of Ethics* and *Our Conduct Guidelines*. It serves to clarify our commitment and responsibility to respect human rights.

### **3. Scope of Application**

This policy applies to all employees of the Create Medic Group. We also expect our customers and suppliers to support and implement this policy. In cases of insufficient compliance, we will take appropriate corrective actions.

### **4. Human Rights Due Diligence**

We will establish a framework for human rights due diligence in line with the *UN Guiding Principles on Business and Human Rights*. Through this mechanism, we will continually

assess, identify, prevent, and mitigate human rights risks in our business activities and supply chain.

#### **5. Remedial Actions**

We will ensure that our business activities do not infringe on human rights and will encourage our suppliers and other stakeholders to prevent human rights violations. Should any violation occur, or if our involvement in such a violation becomes evident, we will promptly implement remedial and corrective measures.

#### **6. Awareness and Education**

We will promote awareness and integration of this policy across all business activities of the Create Medic Group. Additionally, we will provide appropriate education and training to enhance understanding and capacity building.

#### **7. Governance**

The need for revisions or updates to this policy will be determined with the approval of the Board of Directors.

**Established:** October 31, 2024