

# Human Rights Charter

SOOP CO., LTD. is at the forefront of innovative culture, providing live social media services that empower **all participants to become owners**. Through our easily accessible live broadcasting technology, we aim to bring joy and inspiration to our society. Our mission is to contribute to the sustainable, human-centered development of our community, grounded in our core values of freedom of expression, individual equality, and a spirit of tolerance.

In recognition of our corporate responsibility to respect human rights, SOOP CO., LTD. hereby establishes this Human Rights Charter. This charter applies to our relationships with all stakeholders, including employees, users, investors, shareholders, business partners, and local communities.

We commit to the following principles:

1. We uphold and respect international human rights standards, including the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
2. We respect human dignity and value, and strive to implement human rights management practices.
3. We are committed to preventing human rights violations and providing effective remedies when necessary.
4. We do not discriminate against any stakeholders, including employees, based on race, gender, religion, disability, age, national origin, or region.
5. We comply with applicable labor laws and regulations, and respect freedom of association and the right to collective bargaining.
6. We prohibit any form of forced labor or child labor.
7. We promote occupational safety and health by maintaining safe and healthy working conditions.
8. We respect the human rights of all stakeholders, including customers, affiliated organizations, and local communities, and pursue mutual growth and development.
9. We adhere to domestic and international environmental laws and strive for environmental protection and pollution prevention.
10. We are dedicated to promoting human rights management practices throughout our society.

March 29, 2024

Chan-Yong Jung

Chief Executive Officer & Director

SOOP CO., LTD.