

2025 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

INTRODUCTION

This report, prepared pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") pertains to Korean Air Lines Co., Ltd. ("Korean Air," "we," "our," "us," or the "company"). Korean Air hereby reports to the Minister of Public Safety and Emergency Preparedness on the steps taken during their previous financial year ended December 31, 2025 to prevent and reduce the risk of forced labour and child labour.

As a global airline, Korean Air aspires to be a respected leader within the aviation industry. To achieve this, we continuously enhance our compliance management systems, strengthen corporate governance, transparency, and reliability. Ethical responsibility and regulatory compliance are fundamental to our long-term sustainability, guiding our decision-making processes and operational strategies.

At Korean Air, we have adopted a new vision: "To be the world's most loved airline." Based on higher safety standards and superior service, we aim to confidently compete with leading mega-carriers in the global aviation market while fulfilling our social responsibilities. Rather than simply being one of many companies preferred by the public, we strive to build positive relationships with all members of society, enhance our brand value, and continue our efforts to become an airline that earns greater trust and affection. Thereby, Korean Air takes proactive measures to ensure that our operations and supply chain are free from any form of forced labour or child labour, reinforcing our dedication to ethical business practices and human rights.

ORGANIZATIONAL STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Korean Air, headquartered in South Korea, provides passenger and cargo transportation services to over 116 cities in 39 countries around the world. Korean Air was established in 1969 and is the largest airline and flag carrier of South Korea. Korean Air has more than 19,000 employees worldwide and has a global annual turnover of more than US \$17.6 billion. In Canada, Korean Air offers passenger and cargo flights to and from Vancouver International Airport, Toronto Pearson International Airport, etc.

We take great pride in our unwavering commitment to human rights and ethical integrity. For Korean Air, safeguarding human rights is not only a moral obligation but also an essential pillar of responsible corporate governance. Our principles are deeply embedded in our corporate culture, shaping the way we operate and interact with our stakeholders.

Beyond our internal operations, we actively engage with our suppliers, business partners, and broader industry stakeholders to foster and promote human rights protections on a global scale. We recognize

that collaboration is essential to driving meaningful progress and ensuring a sustainable and equitable future for all.

PARTS OF THE BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR

Our supply chains include a number of service providers and suppliers, including but not limited to airport ground handling companies and crew hotel suppliers. While we have a relatively short and integrated supply chain, we recognize the risks that our work in these industries and geographies can create. As part of managing this, we see the importance of building relationships with our suppliers as part of ensuring the maintenance of standards and an ethos that reflects our own. We require that all suppliers enter into standard contractual terms which require their compliance with all laws, including in their engagement and treatment of their own workforce. We also have Compliance and Whistleblowing Regulations through which employees are encouraged to report violations of our policies to suspend or terminate trading or dealing with suppliers or other applicable parties if they violate any of the provisions in our Compliance and/or Whistleblowing Regulations.

POLICIES, GOVERNANCE AND DUE DILIGENCE PROCESSES

Our Anti-slavery Policy and other internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our business and supply chains.

Korean Air has a policy in place which sets our labour standards compliant with the legal and industry standards. In relation to other policies the head office has in place, in the Republic of Korea, it is prohibited to use slave or bonded labour and the company is fully in compliance with the Republic of Korea Minimum Wages Act. Additionally, the company is in compliance with the Republic of Korea Labour Standards Act, which strictly prohibits utilizing any kind of forced labour.

The UN Global Compact is an international agreement launched by the United Nations to urge companies to jointly uphold ten principles on human rights, labor standards, and anti-corruption efforts. In support of these principles, Korean Air joined the UN Global Compact in July 2007. We submit the Communication on Progress (CoP) report annually and remain committed to fulfilling our corporate social responsibilities and upholding these principles. In line with the Company's Ethics and Corporate Governance Charters, Korean Air pursues transparent and responsible management as its corporate philosophy.

Environmental, Social and Governance Initiatives

Korean Air upholds its social responsibility across all business activities and pursues human rights management that prioritizes human dignity and value. Korean Air supports international norms and principles on human dignity and human rights, and is committed to promoting a human rights-based management approach that respects and protects the rights of all stakeholders across its business operations. In line with the standards set by the International Labour Organization (ILO), we strictly prohibit all forms of forced labor, child labor, and wage exploitation. We recognize the right of

workers to rest and leisure and comply with legal working hours. Korean Air acknowledges that freedom of expression and freedom of association are essential to the company's sustainable growth.

Further, we strictly prohibit all forms of discrimination based on gender (including pregnancy), age, nationality, region, race, ethnicity, skin color, religion, sexual orientation, disability, academic background, union membership, or any other personal characteristics. We also prohibit all forms of harassment, sexual misconduct, inappropriate behavior, and retaliation, and actively work to prevent such actions in the workplace.

Korean Air remains committed to fulfilling its social responsibilities by respecting the human rights of all stakeholders involved in its business activities and ensuring a safe and healthy working environment for all employees.

Corporate Ethics

As a global market player, Korean Air places utmost importance on business ethics, anchoring our principles in honesty and trust with customers. We are dedicated to setting the standard for ethical management, aiming to reciprocate customers' trust through transparent, fair, and effective corporate governance practices.

The "Charter of Ethics" serves as the cornerstone of our ethical framework, articulating the core values and objectives embraced by Korean Air. It epitomizes our proactive commitment to fostering shared prosperity by championing transparent and responsible management practices, upholding the principles of free and fair competition, and enriching public values through compliant corporate conduct. Moreover, Korean Air implements concrete and substantive business ethics programs, including the "Guidelines on the Implementation of the Code of Ethics", "Guidelines on Dealing with Ethical Issues", and the "Whistleblowing System", to uphold the ethical standards outlined in the "Charter of Ethics". All employees are obliged to strictly adhere to and implement the regulations and guidelines established within these programs.

Korean Air regularly provides ethics training to ensure that the ethical standards outlined in our Charter of Ethics, Guidelines on the Implementation of the Code of Ethics, and Guidelines on Dealing with Ethical Issues are effectively communicated across divisions and can be practically applied by all employees in their daily work.

We have also designated the heads of relevant divisions and department heads within our Business, Operations, and Strategy Support Divisions as internal ethics officers, creating an environment where employees can directly consult on ethical concerns. To support our commitment to transparent management and fair competition, we have also established internal control processes and conduct continuous audits of key risk areas, ensuring company-wide adherence to our code of ethics.

Suppliers

Korean Air established management systems in the areas of human rights, environment, and compliance, and publicly disclosed new ESG policies.

Korean Air has established and overseen a Supplier Code of Conduct to ensure a secure work environment, uphold human rights, and promote environmentally sustainable and ethical business practices among our suppliers. This code has been circulated to around 1,300 suppliers in Korea and abroad and is publicly available on our website to foster awareness and adherence. By adhering to the prescribed guidelines covering labor and human rights, safety and health, environment, ethics, and management systems, we endeavor to create mutual growth opportunities across our entire supply chain.

Further, we expect all our contractors, suppliers, and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. We have model contractual wording requiring these standards to be observed and have the following procedures in place to identify the risks:

- Identify and assess potential risk areas in our business and supply chains
- Mitigate the risk of slavery and human trafficking occurring in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Protect whistleblowers

Whistleblowing System Operation

Korean Air continues to maintain its internal whistleblowing channel accessible through its website and intranet portal system as part of its ethical management initiatives. This platform allows employees, customers, shareholders, and other stakeholders to report various wrongdoings within the company, including violations of company regulations; misconduct, irregularities, and unfair practices in supplier transactions. Furthermore, strict protection measures are in place for individuals who report such wrongdoings, ensuring they are protected from any retaliatory actions as per established principles and procedures.

MEASURES TO PREVENT AND REDUCE THE RISKS OF FORCED LABOUR AND CHILD LABOUR

Korean Air affirms its steadfast commitment to the protection and promotion of internationally recognized human rights as a core element of our ethical and operational standards. We recognize that respect for human rights is not only a moral obligation, but also an essential component of responsible and sustainable business conduct.

This commitment is embedded in Korean Air's corporate governance framework and informs the conduct of our business operations, decision-making processes, and internal policies. We endeavor to ensure that all aspects of our activities—whether direct or through our business relationships—are aligned with the principles enshrined in international human rights instruments.

Korean Air has incorporated robust modern slavery provisions into standard agreement templates used for the procurement of goods and services. These contractual provisions include, but are not limited to, express representations and warranties from third parties regarding their knowledge and mitigation of modern slavery risks within their operations and supply chains; affirmative obligations to comply with all applicable laws, statutes, regulations, and codes relating to anti-slavery and

anti-human trafficking; mandatory notification requirements concerning any identified or suspected violations; and rights of audit and inspection to verify compliance.

In general terms, in addition to the contractual measures described above, the following measures are taken to prevent and reduce the risk of forced labour and child labour in our business and supply chains:

- The Compliance Office was established in-house, and the head of each division and the executives in charge were appointed as internal ethics officers to ensure compliance with ethical policies.
- We inform suppliers about our ethical policies and ethics programs and advise suppliers to partake in these.
- The suppliers are periodically evaluated, and the evaluation results are reflected in the contract renewal review.
- Korean Air operates a channel for reporting corruption within the internal portal system and the company website, as one of its measures to achieve ethical management. Through the channel, stakeholders including employees, customers, and shareholders, can report misconduct within the company with regard to violation of regulations, corruption, fraudulent activities, and other irregularities that often arise in supplier transactions.

ASSESSING AND MANAGING OUR RISK

Korean Air is committed to assessing and reviewing the actual and potential impacts of our business operations on key human rights areas. In addition to our primary operations in Korea, we plan to conduct human rights due diligence on newly acquired or merged entities to identify potential risks and establish measures for their prevention and mitigation. We also aim to support our subsidiaries and suppliers in not only taking corrective action on identified risks but also implementing proactive measures to address potential human rights impacts, thereby ensuring the ongoing management of human rights risks.

Our audit department is tasked with ensuring that our staff and suppliers adhere to the standards required. This forms an essential part of our engagement with suppliers. In addition, we require that all suppliers enter into standard contractual terms which require their compliance with all laws, including in their engagement and treatment of their own workforce. Supplier's non-compliance or misbehaviour will be reported to the audit department and administrative agency and, following the outcome of the investigation, Korean Air may replace the supplier(s) involved.

If an employee commits an illegal act that causes a criminal lawsuit, violates company policies, or causes loss to the company by creating issues that hinder the company's development, he/she shall be disciplined. And if suppliers or other applicable parties violate any of the items in the Compliance and Whistleblowing Regulations, any trading or dealing with them will be suspended or terminated.

REMEDIATION MEASURES

To date, Korean Air has not identified any instances of forced labour or child labour within our supply chain. Consequently, no remediation measures—such as mitigating the loss of income for vulnerable families affected by the elimination of forced or child labour—have been necessary.

However, we remain vigilant and proactive in strengthening our policies, practices, and oversight mechanisms to ensure that our supply chain remains free from exploitative labour practices. Through continuous improvement and collaboration with industry stakeholders, we reaffirm our unwavering commitment to ethical business conduct and the protection of human rights.

TRAINING

It is important for Korean Air that our employees are aware of the issues surrounding modern slavery and support our values. Our business team is trained in the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Korean Air is committed to identifying and addressing potential human rights violations that employees may encounter in the workplace. To proactively prevent workplace harassment, discrimination, and misconduct, and to foster proper awareness, we conduct an annual training program titled “Creating a Bright and Transparent Work Environment.” For employees unable to attend due to leave or other reasons during the training period, the course is made available through the company’s internal online HR portal for on-demand access. Additionally, all employees in Korea and abroad are required to complete the “Our Company’s Ethical Management” course, emphasizing the significance of the company’s ethical management practices and corporate philosophy. Additionally, they undertake the “Understanding Compliance Support System” course annually, which underscores the importance of compliance management and Korean Air’s support system. We have also appointed dedicated personnel to provide consultation and operate an internal hotline and reporting channel specifically for handling human rights violation cases. Korean Air will continue to do its utmost to create a bright and transparent workplace where human rights are upheld.

ASSESSING EFFECTIVENESS

In alignment with applicable legal requirements and internationally recognized human rights principles, Korean Air has established and continues to enhance robust policies, procedures, and internal controls designed to prevent and mitigate the risks of forced labour and child labour within our operations and extended supply chain.

Our approach is grounded in a comprehensive due diligence framework, which includes systematic risk assessments, supplier protocols, contractual compliance requirements, and ongoing monitoring of third-party partners. We continuously evaluate the effectiveness of these measures and remain vigilant in identifying opportunities to strengthen our practices and to ensure full alignment with legal, regulatory, and ethical expectations.

In line with this commitment, in April 2023, Korean Air became the first South Korean airline to achieve ISO 37301 (Compliance Management System) certification and maintains it through regular audits. This recognition acknowledges Korean Air’s compliance management as meeting international standards by establishing a comprehensive framework for identifying and managing organizational legal risks, including the development of internal regulations and guidelines and the completion of compliance management guidelines.

APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Signature: _____

Name: Kee Hong Woo

Title: Vice Chairman, Korean Air Lines Co., Ltd.

I have the authority to bind Korean Air Lines Co., Ltd.

Date: 2026-05-18