

HS Hyosung Advanced Materials Corp.

Human Rights Principles and Policy



HR Team
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01. PURPOSE

01) The purpose of this document is to establish and implement policies for the protection and promotion of human rights for all stakeholders, including employees working for HS Hyosung Advanced Materials Corporation and its subsidiaries and affiliates (hereinafter referred to as the “the Company” or “We”), as well as to set other necessary matters.

02) The Company shall strive to safeguard and advance the rights of internal and external stakeholders in accordance with internationally recognized human rights norms and principles, such as the Universal Declaration of Human Rights adopted by the United Nations General Assembly, the ten principles of the United Nations Global Compact, the core conventions presented by the International Labor Organization, and the OECD Guidelines for Multinational Enterprises.

02. SCOPE OF APPLICATION

This Policy applies to all officers and employees of the Company (including executives, employees and non-regular workers) belonging to domestic and overseas production and sales corporations, branches, and subsidiaries that fall within the Company’s financial consolidation scope. The same standards also apply to third-party personnel, such as outsourced, contracted, or dispatched workers, who perform work for the Company. Furthermore, suppliers, sales and service organizations, and other business partners are required to comply with these guidelines, and all stakeholders in a business relationship with the Company are expected to respect them. However, where any conduct recommended under this Policy conflicts with the laws of a particular country, the laws of that country shall take precedence.

03. DEFINITION OF TERMS

01) The term “human rights” refers to the human dignity, values, freedoms, and rights guaranteed by the Constitution and laws or recognized by international human rights treaties and customary international law to which the Republic of Korea has adhered and ratified.

02) The term “human rights management” refers to the practice of respecting and protecting human dignity and values in business operations.

03) The term “stakeholders” refers to all corporations or individuals who are directly or indirectly associated with the Company, such as business partners, customers, and local residents, and who have an interest in the management activities of the Company.

04. IMPLEMENTATION SYSTEM

01) Governance

HS Hyosung Advanced Materials Co., Ltd. (hereinafter referred to as "the Company") has established a human rights management governance structure to protect and systematically manage the human rights of employees and partners. The Chief Administrative Officer (CAO) serves as the final responsible person overseeing human rights protection and management. The CAO, as the company-wide leader responsible for managing all matters related to the protection of human rights for employees and partners, contributes to strengthening the company's human rights management.

The Company manages and supervises company-wide human rights management through the Social Contribution Committee under the Sustainability Steering Committee. The Social Contribution Committee, chaired by the CAO, consists of the head of HR and Audit teams at headquarters, as well as managers of domestic and overseas business sites and overseas subsidiaries. It shares company-wide human rights management activities through regular meetings. The committee's main roles include reviewing and revising human rights management policies in accordance with international standards and guidelines, establishing a human rights risk management system for domestic and overseas operations, developing and monitoring response measures for human rights issues, and addressing other matters deemed necessary to strengthen human rights management. In addition, the committee reports major activity plans and results of human rights management to the Sustainability Steering Committee. Important agenda items are reported to and approved by the Board of Directors in accordance with the delegation of authority regulations, leading to the implementation of specific measures.

The Board of Directors deliberates and decides on important matters related to human rights management submitted by the Sustainability Steering Committee and the Management Meeting. It also supervises the execution of duties by executives overseeing these tasks.

02) Human Rights Department Management

- (1) For the effective implementation of human rights management, the Company shall establish and operate a Human Rights Management Department (hereinafter referred to as the “Department in Charge”).
- (2) The Department in Charge shall conduct the responsibilities outlined in each of the following subparagraphs:
 - ① Matters concerning the implementation of human rights training;
 - ② Matters concerning the implementation of human rights impact assessment;
 - ③ Matters concerning counseling and redress for human rights violations; and
 - ④ Other matters deemed necessary for human rights management.

05. GENERAL PRINCIPLES

01) Non-discrimination

- (1) The Company shall not discriminate against employees in terms of employment, promotion, and/or education based on factors such as gender, religion, disability, age, social status, national origin, ethnicity, physical conditions such as appearance, marital status, family type or status, race, color, ideology or political opinion, sexual orientation, or medical history.
- (2) The Company shall not engage in discrimination in the payment of wages and administration of welfare benefits without reasonable grounds, and shall provide fair compensation based on individual ability and performance under equitable working conditions.

02) Humane treatment

- (1) The Company shall not coerce individuals to work against their will through unreasonable restrictions on their mental or physical liberty, such as assault, intimidation, confinement, or human trafficking.
- (2) The Company shall pay wages in accordance with the laws and systems of each country in which it operates, on a predetermined date, and provide salary statements in a language that employees can comprehend.
- (3) The Company shall strive to operate welfare programs that enhance the quality of life by providing a pleasant work environment for employees.

03) Compliance with working conditions

- (1) The Company shall adhere to the legal working hours of each country in which it operates and establish working hours that include breaks.
- (2) The Company shall not require overtime work that employees do not agree to, and in the event that overtime work is unavoidable, it shall compensate employees in a fair manner.

04) Prohibition of workplace harassment

- (1) The Company shall prohibit workplace harassment, which is defined as an act that causes physical or mental harm to other employees or degrades the work environment beyond what is acceptable by taking advantage of the position or relationship between employees in the workplace.
- (2) Upon the request of an employee who has been a victim of workplace harassment, the Company shall take appropriate measures, such as relocating or changing the workplace, as well as disciplinary action or a change of work or workplace for the alleged harasser.

05) Freedom of association

- (1) The Company shall respect the freedom of association and collective bargaining of employees and ensure the establishment and operation of legitimate bargaining groups in accordance with local labor laws.
- (2) The Company shall not treat employees unfavorably based on their union membership or the union's reasonable business practices.

06) Talent Development and Career Development

- (1) The company recruits a diverse pool of talented individuals with specialized skills and potential based on job requirements, and strives to cultivate them into creative and innovative global talents.
- (2) The company provides mandatory training to all employees as required by the laws and regulations of the countries in which it operates. Furthermore, the company endeavors to provide appropriate training to facilitate the career development and skill enhancement of its employees.

07) Prohibition of forced labor and child labor

(1) The Company shall adhere to the fair labor standards act of each country in which it operates and shall not compel workers to perform forced labor against their will or derive any business profit from such.

(2) The Company shall comply with the minimum employment age established by the labor laws and regulations of each country or region, and shall prohibit any form of child labor in principle. However, this shall not apply to instances where the law specifies exceptions.

08) Occupational safety assurance

(1) The Company shall prioritize the safety and health of its employees as well as local communities when determining its management policies.

(2) All workers of the Company shall adhere to relevant regulations, such as the “Environmental Management Policy,” and the Company shall guarantee a safe workplace for all employees by eliminating workplace hazards, performing work in accordance with risk prevention measures and safety rules, providing personal protective equipment, and conducting regular safety training.

09) Privacy protection

(1) The Company shall not collect employee data without permission, and when a collection is necessary, the Company shall notify the employees in advance and obtain their consent.

(2) The Company shall acknowledge that customer data is a valuable asset, request only the bare minimum of information, and employ technical and physical safeguards to protect customer data.

10) Protection of human rights local residents

(1) The Company shall establish a process of communication with local communities to prevent violations of the human rights of local residents surrounding the business sites.

(2) The Company shall safeguard the physical and intellectual property rights of local residents, consult with affected parties prior to transferring ownership, and offer appropriate compensation when necessary.

06. EXECUTION PLAN

01) Human Rights Training

- (1) The Department in Charge shall, at least once a year, conduct human rights training to increase employee awareness of human rights.
- (2) The Department in Charge may provide human rights training primarily through legally mandated training, but if necessary, separate human rights sensitivity training, corporate and human rights theory and practical training, and job-related practical training may be provided to employees.
- (3) The Department in Charge shall report the plans and results of human rights training programs to the Sustainability Steering Committee and disclose this information in the Company's sustainability report.

02) Human Rights Impact Assessment

- (1) The Department in Charge shall conduct an annual human rights impact assessment to identify, prevent, and mitigate adverse human rights impacts on the Company.
- (2) The Department in Charge shall establish detailed procedures and methods for the implementation of a human rights impact assessment through case-specific planning.
 - ① Preliminary Review: Stage for reviewing the human rights process and identifying stakeholders
 - Review human rights standards with reference to the OECD Due Diligence Guidelines and relevant domestic and international laws and regulations
 - Analyze the workplace environment and optimize the Company's checklists
 - ② Documentary Review: Self-assessment utilizing Human Rights Impact Assessment Indicators
 - Provide assessment indicators and guidelines to all employees and conduct an online survey to identify, by area, stakeholders' experiences and level of awareness
 - Understand the status of human rights by applying a three-point scale to each question
 - ③ Prioritization: Identification of priority human rights risks derived from the documentary review and selection of sites for on-site assessment

- Analyze the level of risk based on likelihood, significance, and impact, and determine priorities
 - Assess significance and impact by applying weightings based on the expected level of sanctions and reputational damage
 - Identify vulnerable groups and select on-site assessment targets in high-priority risk areas
- ④ On-site Assessment: Conduct on-site assessments for the vulnerable groups selected based on the results of the documentary review and prioritization
- Verify in detail the existence of risks through interviews and on-site inspections
 - Review internal regulations and systems related to human rights
 - Identify specific human rights risks in each area through the on-site assessment
- ⑤ Implementation of Improvement Measures: Establish and implement risk-mitigation measures according to the priority of each risk
- Organizations that have undergone a human rights risk assessment shall, in consultation with the dedicated Human Rights Management Department, derive concrete action plans to implement risk improvement measures
 - Confirm the actual improvement and mitigation of risks through continuous monitoring and evaluation of effectiveness, ensuring that improvement activities and measures are carried out faithfully and smoothly
- (3) The Department in Charge shall report annual human rights impact assessment plans and results to the Sustainability Steering Promotion Committee and disclose this information in the Company's sustainability report.

03) Redress for human rights violations

- (1) Operation of a grievance handling and consultation center
- ① In order to provide ex-post redress for human rights violations experienced by employees and stakeholders and to prevent the spread of disputes, the Company shall establish a regular communication channel to listen to human rights-related opinions and appoint and operate an internal person in charge.
 - ② Employees can request a consultation on human rights violations through the HR Counseling Center run by the HR Team, and business partners can request a consultation on human rights violations through the Purchasing Team's ESG evaluation for business partners. In addition to the channels

listed above, employees and stakeholders can report human rights violations through the Whistleblowing Center on the Company's website.

- ③ Anyone can request consultation from the respective department to determine whether a human rights violation has occurred or to inquire about the procedures for redress.

(2) Redress Policy for Human Rights Violations

- ① The Company shall develop a procedure for redressing human rights violations so that the victim's rights can be restored.
- ② The redress process for human rights violations shall address matters such as the receipt and processing of reports and the protection of whistleblowers, with specifics to be determined by the Department in Charge.
- ③ When a complaint is filed, the Company shall immediately notify the respective parties and initiate the redress process.
- ④ If it is necessary for the Company to respond to questions raised during the reporting process, relevant experts or attorneys from the Legal Compliance Team can provide direct responses, and if an in-depth investigation is required, a separate independent investigator or investigation team designated by the Company or a team of experts from within the Company can be designated to conduct the investigation.
- ⑤ The Company shall make every effort to act swiftly on opinions and communicate the results of its review and action to the whistleblower.
- ⑥ The relevant manager shall ensure the anonymity and confidentiality of all reports and complaints submitted to the Counseling Center for grievance handling.