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# Environmental Management Policy

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# Cosmax Environmental Management Policy

Enacted: April 26, 2022

1st Revision: May 28, 2024

## 1. Purpose

This policy is designed to ensure that Cosmax is a responsible global company that operates its operations in accordance with strict environmental protection principles, while protecting and improving the environment through our business.

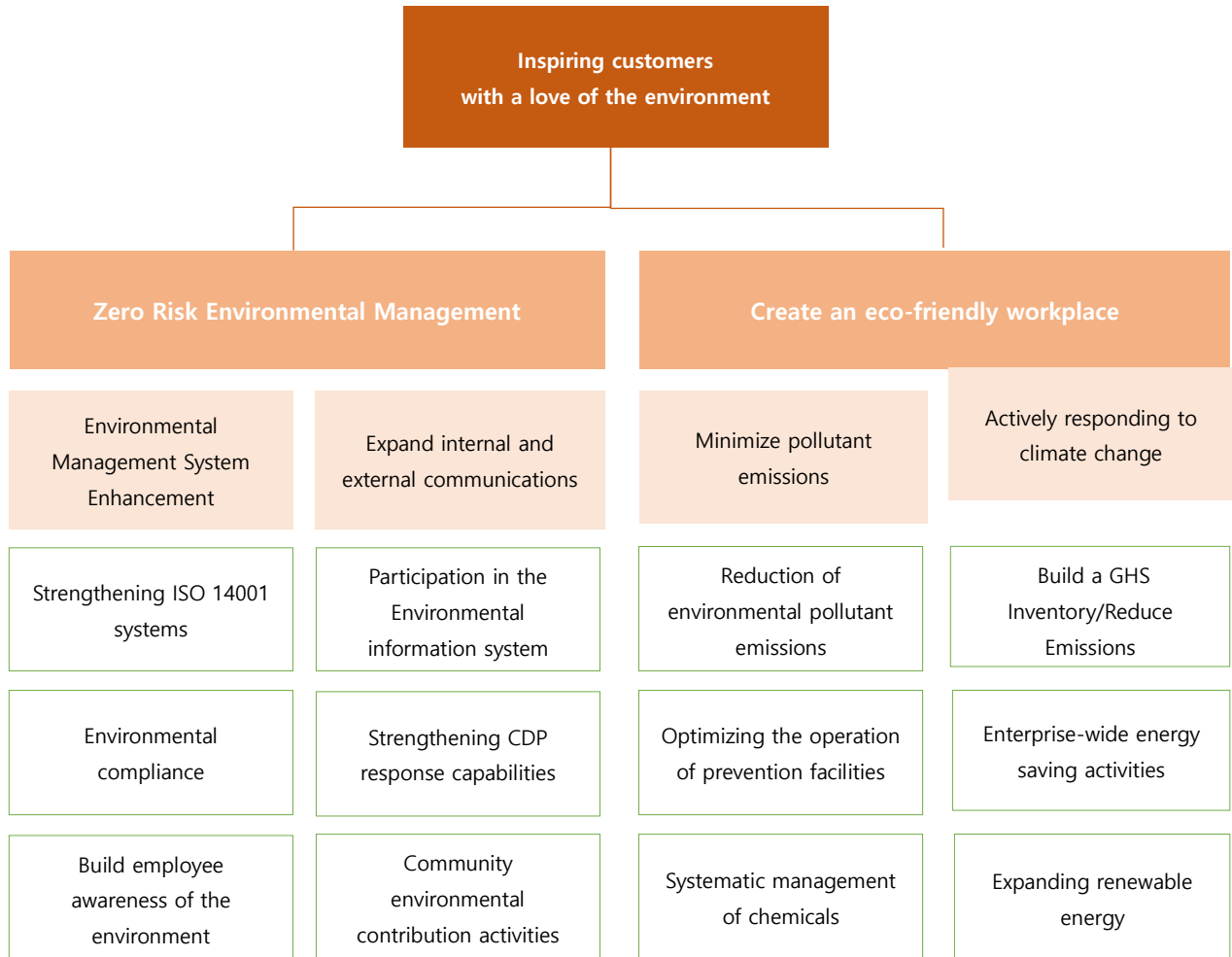
Cosmax will continue its efforts to establish environmental policies to improve environmentally friendly and carbon-neutral sustainable workplaces, minimize environmental impacts for our customers and stakeholders, and actively respond to various climate change risks as a global company.

## 2. Scope

This Environmental Management Policy applies to all employees of Cosmax, its subsidiaries and second-tier subsidiaries, as well as to all stakeholders involved in Cosmax's business, including customers, employees of suppliers, local communities and residents, and employees of national organizations.

### 3. Environmental Management Goals and Key Policies

To fulfill our commitment to the environment and promote environmental sustainability, Cosmax has established the following key environmental management policies.



- ① Environmental compliance  
Comply with environmental laws and regulations, international agreements, and other requirements, and establish and adhere to strict internal standards
- ② Minimize pollutant emissions  
Identify the environmental impacts of all business activities and minimize waste, air and water pollutant emissions, water, and hazardous chemical use, as well as reduce pollution loads through biodiversity activities.
- ③ Climate change response efforts  
In response to climate change, we continue to work to reduce greenhouse gas emissions by improving energy efficiency and expanding renewable energy.
- ④ Strengthen stakeholder communication  
Build mutual trust by transparently disclosing environmental management performance to

stakeholders.

⑤ Promoting sustainable consumption

By developing and selling eco-friendly products, we promote sustainable consumption and encourage consumers to reduce their carbon footprint.

⑥ Minimize the environmental impacts from use of products

We are committed to managing the environmental impact of our products as a company through direct customer use. To this end, we conduct activities and research on eco-friendly packaging and establish our own standards to propose better eco-friendly products to our customers.

⑦ Minimize the environmental impacts from products End-of-Life

Proactively manage environmental impacts throughout the life cycle of products, including the generation and discharge of hazardous and non-hazardous waste and accidental pollution.

⑧ Operate an environmental management system

Establish goals and detailed action plans for continuous improvement of environmental management and conduct appropriate training and capacity building activities so that all employees understand the environmental management system and actively participate in improvement activities.

⑨ Customer health and safety

During the product development phase, we conduct stability tests, heavy metal and hazardous substance analysis, etc. to limit the use of ingredients that may have harmful effects on the human body and protect the health and safety of our customers.

#### **4. Governance**

① The ESG Committee under the Cosmax Board of Directors is responsible for making final decisions on risks based on environmental goals and actions, including carbon reduction. Based on the environmental management goals set by the ESG Committee, it reviews and approves company-wide environmental management tasks to improve performance at each business site and actively respond to the needs of external stakeholders.

② Cosmax oversees all environmental management risk management and performance improvement activities through the Environment, Safety, and Health Committee, chaired by the CEO. In addition, the Environmental Management Team is the control tower for the company's environmental work, monitoring environmental regulations and policies, responding to climate change and reducing pollutants and waste.

## 5. Environmental Management Key Performance Indicators

Key tasks	KPIs	Unit	Performance							Goals
			2017	2018	2019	2020	2021	2022	2023	2030
Minimize Pollutant Emissions (Domestic operations)	Intensity of water use	Tons /product t-ton	6.24	5.29	5.57	5.76	5.85	5.86	5.57	4.37
	Intensity of wastewater discharge	Tons /product t-ton	5.02	4.25	4.52	5.04	4.18	3.94	3.63	3.51
	Intensity of waste discharge	kg /product t-ton	70.7	101.0	119.1	103.9	99.5	98.7	90.3	70.7
	Waste recycling rate	%	56.3	65.9	73.2	80.9	77.6	76.2	77.8	91.5
	Intensity of hazardous chemicals use	kg /product t-ton	5.51	4.56	2.60	2.22	2.81	2.47	2.92	1.65
Climate Change Response (Domestic operations)	Intensity of greenhouse gas emissions (Scope 1+2)	Tons /product t-ton	0.478	0.438	0.404	0.397	0.445	0.410	0.416	0.335
Environmental Management System Enhancement	ISO 14001 coverage	%	80.0	57.1	57.1	57.1	71.4	71.4	71.4	100
	Number of legal violations	Cases	0	0	0	0	0	0	0	0
	Percentage of employee environmental awareness training	%	-	-	-	100	100	100	100	100
Expand internal and external communications	CDP Climate Change	Grade	D-	D-	D	B	B	B	A-	A-
	CDP Water Security		-	-	-	-	-	B-	B	A-
	Environmental Information Disclosure System	Public /Private	Private	Private	Private	Public	Public	Public	Public	Public
	Environmental disclosure in business reports		Private	Private	Private	Public	Public	Public	Public	Public
	Community environmental contribution activities	Cases	-	-	-	-	3	10	10	10

We also set and strive to achieve mid- to long-term goals for the following

1) Manage air pollutant emissions

Reduce air pollutant emissions by 30% on a per unit basis by 2030 compared to 2020.

2) Manage customer health and safety

Cosmax is committed to maintaining zero product recalls per year by 2030 as part of our commitment to the health and safety of our customers.

## 6. Review cycle

COSMAX shall review this Environmental Management Policy at least once a year based on the annual identification of domestic laws and international environmental guidelines. Through this, the policy is reviewed and managed so that the requirements of the latest domestic and international laws and international environmental protection guidelines are reflected in management activities.

## 7. Consultation and reporting procedures

To handle inquiries related to environmental management, such as environmental information and compliance with laws and regulations related to the company, we operate a channel where various stakeholders, including employees, can report anonymously or by name, and assign dedicated personnel to handle related matters.

- Reporting channels: Whistleblower system (cos-114@naver.com), Integrated reporting channel (posted on homepage)

## ADDENDUM

This policy is effective April 26, 2022.

1. Enacted April 26, 2022
2. Revised May 28, 2024