
Human Rights Policy



Human Rights Policy

Enacted: June 25, 2021

1st Revision: May 28, 2024

I. General Principles

1. Purpose

Cosmax establishes and implements Human Rights Policies as follows to realize the corporate philosophy of 'Integrity, Invention, Beauty'. We comply with labor relations laws and regulations in each country and region and strive to ensure employment stability and fair wages for employees in social and economic aspects, and as a corporate citizen, we confirm and implement the principles set forth in the Universal Declaration of Human Rights and the UN Human Rights Committee's Guiding Principles on Business and Human Rights as our basic obligations.

2. Operational Guidelines and Goals

Cosmax aims to maintain zero risk of human rights violations and zero violations of laws and regulations by promoting human rights management and strives to achieve this goal. In addition, we will gradually expand the percentage of sites conducting human rights impact assessments to 100% by 2030 and strive to achieve each goal in the following key areas.

1) Respect for Human Rights

Respect all workers as human beings, and ensure that there is no sexual harassment, physical or mental violence, or any other behavior that constitutes a human rights violation.

2) No Forced Labor

Workers are not forced to work against their will by mental or physical restraint, including threats, confinement, or slavery. All work is voluntary, and workers are not required to surrender government-issued identification, passports, or work permits as a condition of employment.

3) Non-Discrimination

Strive to ensure that employees are not discriminated against in terms of employment, wages, promotions, or other working conditions on any basis, including gender, nationality, age, race, religion, or politics.

4) Child Labor and Young Worker

We do not employ child laborers in any capacity. A "child" is defined as a person under a certain minimum age, which is determined by national and local laws and regulations. We comply with working conditions, including working age limits, in accordance with nationally ratified conventions of the International Labor Organization (ILO). In addition, young workers and pregnant women are excluded from hazardous work, and vulnerable groups, such as pregnant women, are prohibited from engaging in hazardous and harmful work.

5) Working Hours

Comply with the regulations of each country or region regarding regular and overtime work hours and holidays and pay overtime wages in accordance with the standards of national or regional labor relations laws and regulations.

6) Wages

We will ensure that the compensation paid to all workers is at least equal to the minimum wage set by the labor relations laws and regulations of each country or region. We also support the payment of a living wage beyond the minimum wage to ensure that employees have an adequate standard of living and strive to establish a living wage calculation system in stages.

7) Freedom of Association

We recognize the freedom of association and the right to collective bargaining guaranteed by the labor relations laws of each country and region, and we ensure that there is no disadvantageous treatment due to joining, participating in, or forming a labor union.

8) Protecting the Human Rights of Local Residents

We protect the human rights of local residents from being violated in connection with our business operations and contribute to improving the quality of life of local residents by supporting economic, social, and cultural development.

9) Protecting the Human Rights of Customers

When providing products and services to customers, all employees of Cosmax prioritize the protection of customers' life, health, and property, and strive to take the best measures to protect personal information collected through business activities.

10) Career Management and Training

We operate the Cosmax Group Education System to foster human resources that meet the Cosmax talent image and encourage employees' careers and provide equal educational and career opportunities to all employees without discrimination.

Category	Item	2023 Performance	2030 Goals	Actions
Observing working hours and prohibiting forced labor	Compliance with statutory hours and reduced hours for pregnant women	100%	100%	- Better Work Hours and Work-Life Balance campaigns - Build processes to comply with legal hours, including flexible work arrangements
Preventing sexual harassment and eliminating workplace bullying	- Percentage of sexual harassment prevention training provided	100%	100%	- 100% of sexual harassment/bullying issues resolved
	- Percentage of harassment prevention training provided	100%	100%	- Completed actions such as resignation, reprimand, etc. in accordance with internal policies - Established Red Whistle, an anonymous reporting channel
Employee competency training	Average hours of empowerment training per employee	10.4 hours	Continuous Scaling	Established a global competency training system for all worksites
Diversity, equity, and inclusion	Percentage of women in management positions	50.7%	Continuous Scaling	Global leadership systems in place at all locations
Child Labor and Human Trafficking	Number of occurrences	0 cases	Keep 0 cases	Expand employee training and awareness efforts
Customers and communities	Number of human rights risks	0 cases	Keep 0 cases	Supporting community scholarships and global medical relief
Labor relations	Hold regular labor-management meetings	100%	Keep 100%	Hold four councils per year (quarterly)

3. Scope

This Human Rights Policy applies to all employees of Cosmax, its subsidiaries and second-tier subsidiaries. It also applies to all stakeholders involved in Cosmax's business, including customers, employees of suppliers, local communities and residents, and employees of national organizations.

4. Roles and Responsibilities

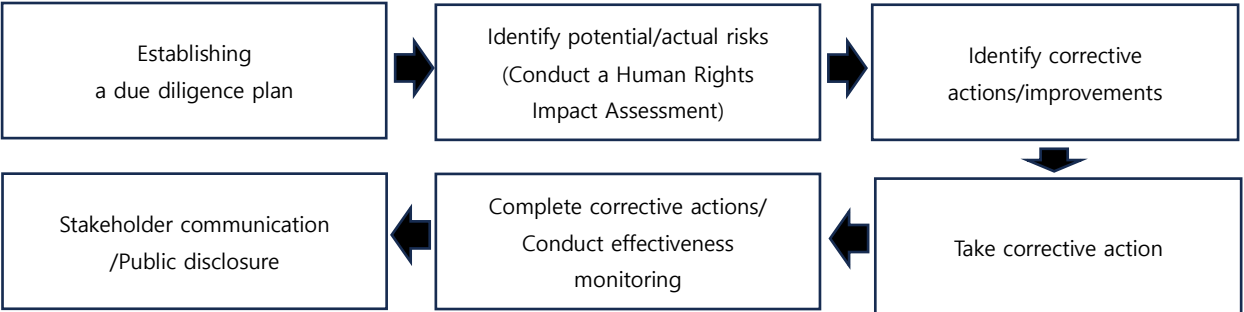
Cosmax oversees its human rights management risk management and performance improvement activities through the ESG Committee of the Board of Directors. The ESG Committee of the Board of Directors reviews and approves revisions to the Human Rights Policy, responses to laws and regulations in the field of human rights, and performance of human rights management. The Human Resources Management Team and the heads of each business division shall manage and supervise employees' compliance with this Human Rights Policy.

5. Review Cycle

This Human Rights Policy is monitored annually against national legislation and international guidelines.

6. Human Rights Risk Due Diligence

Cosmax shall establish a human rights due diligence process to ensure the effective protection of human rights of all stakeholders, including employees. Based on the due diligence process, the Human Resources Management Team may conduct a regular human rights impact assessment once a year. Based on the results of the assessment, appropriate remedial measures are implemented, and effectiveness monitoring is conducted to ensure that risks are resolved after the remedial measures are implemented. Stakeholder categories vulnerable to human rights risks include children, women, employees of suppliers, contractors and dispatched workers, and local communities near our operations.



7. Human Rights Violation Reporting and Remedy Procedures

7-1 Human Rights Violations

- Sexual Harassment, Sexual Misconduct, Sexual Violence, and Sexist Behavior
- Forced labor, Child labor, and Human trafficking
- Workplace harassment
- Any other human rights violations or discrimination between employees and internal and external stakeholders.

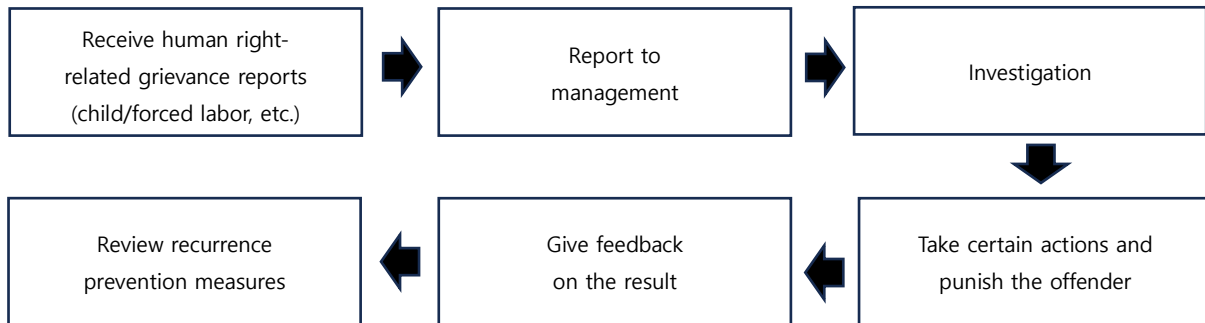
7-2 Reporting and Action Process

Cosmax maintains open communication channels to receive human rights-related feedback. Employees and partners can communicate their opinions through the grievance box and the internal whistleblower system, and other stakeholders can communicate their opinions through the customer center. Cosmax guarantees the anonymity and confidentiality of the informant and prevents unjustified retaliation. Cosmax also makes every effort to promptly respond to the complaint and

provides the results of the review and action to the informant.

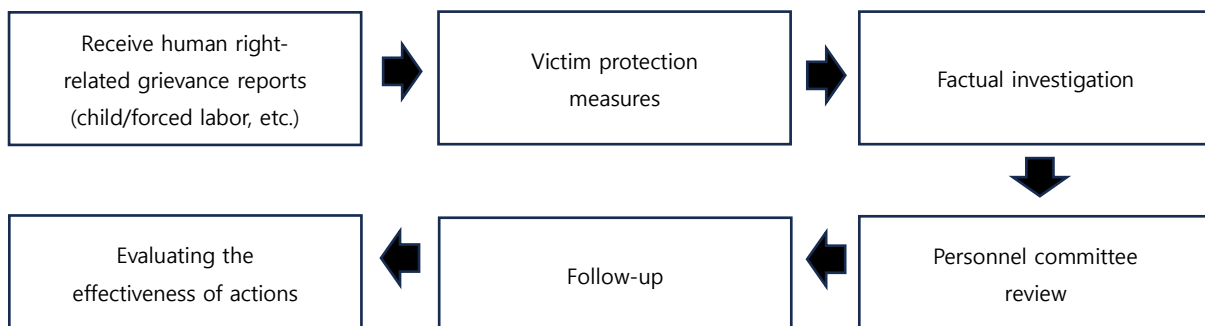
- Internal Complaint Box: Grievance Box, Human Resources Team

- Integrated grievance reporting sites: Whistleblower system (cos-114@naver.com), Integrated reporting channel (posted on the homepage)



7-3 Remediation Procedure for Victims of Human Rights Violation

Cosmax prohibits any form of human rights violations, including child labor, forced labor, and human trafficking, and takes measures to remedy human rights violations, including the principle of zero tolerance for perpetrators. When reports of child labor, forced labor, human trafficking, etc. are made, the Human Resources Committee shall conduct a factual investigation and prescribe/implement detailed R&R between relevant departments in the field of human rights to relieve the rights of victims. In particular, the effectiveness of remedial measures for child labor, forced labor, and human trafficking shall be evaluated to promote the practical resolution of human rights issues within the company.



8. Communicate and engage with internal and external stakeholders

Cosmax transparently discloses its human rights policy to the public through its website, sustainability report, etc. and operates engagement channels so that employees and other stakeholders can easily access and clearly understand Cosmax's human rights policy.

- Internal Complaint Box: Grievance Box, Human Resources Team

- Integrated engagement sites: Whistleblower program (cos-114@naver.com), Integrated reporting channel

(homepage post)

- External stakeholder channel: Partner roundtable

Addendum

This policy is effective June 25, 2021.

1. Enacted June 25, 2021
2. Revised May 28, 2024