

Hyosung Advanced Materials Human Rights Declaration

Hyosung Advanced Materials Co., Ltd.(HAMC) actively practices human rights management that values human dignity and worth. We declare our commitment to respect human rights and shall fulfill our responsibilities towards employees, customers, stakeholders, and the local community. To implement human rights management, we fully support and respect the Universal Declaration of Human Rights adopted by the United Nations General Assembly, the ten principles of the United Nations Global Compact, and the core conventions presented by the International Labour Organization.

HAMC pledges to practice human rights management through the following :

- 1 HAMC will respect all members and stakeholders and strive to prevent human rights violations.
- 2 HAMC will Prohibit any form of discrimination based on gender, religion, age, disability, region, etc., and respect diversity.
- 3 HAMC will not enforce forced labor and prohibit child labor.
- 4 HAMC will respect and protect the human rights of local residents in the areas where we conduct business activities.
- 5 HAMC will treat our partners fairly and support them in practicing human rights management.
- 6 HAMC will strive to create a pleasant working environment and prevent safety accidents.
- 7 HAMC will treat employees fairly based on equitable standards and provide an environment for self-development.
- 8 HAMC will comply with working hours regulations and guarantee the minimum wage in accordance with local laws.
- 9 HAMC will proactively prevent human rights violations in the management process and provide prompt and appropriate remedial actions for any human rights violations that occur.

CEO of Hyosung Advanced Materials Corporation **Yongsoo Cho**