

HAMC Supplier Code of Conduct

Hyosung Advanced Materials Corp. is committed to pursuing sustainable growth beyond corporate values that lead to a better life for mankind. In line with this, we have established the Hyosung Advanced Materials Supplier Code of Conduct (hereinafter referred to as the "Code") to encourage our suppliers to recognize their role as a source of corporate competitiveness and to grow together with them.

Through this Code, Hyosung Advanced Materials Corp. (hereinafter referred to as "HAMC") not only seeks to establish transparent and fair-trading relationships with suppliers but also recommends adherence to the following guidelines for all suppliers and their subcontractors engaging in business with HAMC. These guidelines aim to uphold ethical corporate operations, respect the human rights of supplier employees, establish a stable work environment, and fulfill social responsibilities such as environmental management.

This Code has been developed considering international standards such as the Universal Declaration of Human Rights adopted by the UN General Assembly, the Ten Principles of the UN Global Compact (UNGC), core conventions presented by the International Labour Organization (ILO), OECD Guidelines, and other relevant international standards. In case of any conflict between the provisions of this Code and local laws, the stricter standard shall take precedence.

Ethics and Fair Trade: We support for the implementation of transparent and fair trade culture and active participation in ethical management.

- ① Anti-Corruption: Prohibiting the offering or accepting of bribes, kickbacks, gifts, or favors, directly or indirectly, in all processes related to bidding, contracting, and contract execution, and preventing unfair demands.
- ② Fair Trade and Competition: Complying with regulations and standards regarding fair trade and competition during the bidding process, and accepting any disadvantages such as termination of transactions and contracts in case of unfair practices.
- ③ Customer Satisfaction : Providing the highest quality and service for customer satisfaction.
- ④ Conflict of Interest : Preventing conflicts of interest between individuals and businesses or any potential conflicts related to contracts.
- ⑤ Protection of Intellectual Property Rights : Protecting HAMC's intellectual property rights and safeguarding all information from subcontractors.

- ⑥ Protection of Personal Information: Protecting personal information of all stakeholders, including suppliers, employees, and consumers.
- ⑦ Whistleblower Anonymity and Protection Against Retaliation : Operating channels through which internal and external stakeholders can report misconduct by employees, ensuring protection of whistleblowers' identities to alleviate fear of retaliation.
- ⑧ Prohibition of Conflict Minerals: Prohibiting the use of all raw materials and resources acquired through illegal and unethical means.

Human Rights and Labors: We respect human rights of our employees and do not treat individuals inhumanely.

- ① Non-Discrimination: Prohibiting unfair discrimination based on race, language, religion, ethnicity, disability, politics, education, and age.
- ② Prohibition of Forced Labor: Prohibiting the use of direct or indirect forced labor and managing to exclude subcontractors who profit from forced labor from the supply chain.
- ③ Prohibition of Child Labor: Complying with the minimum employment age in any manufacturing process and managing to exclude subcontractors who profit from child labor from the supply chain.
- ④ Prevention of Workplace Harassment: Prohibiting inhumane acts including harassment, mental or physical coercion, or verbal abuse.
- ⑤ Fair Compensation: Providing fair compensation based on individual capabilities and performance under fair working conditions.
- ⑥ Improvement of Working Conditions: Ensuring guaranteed working hours as per local regulations, not exceeding the maximum working hours stipulated by law including emergencies or special circumstances, and providing regular paid leave.
- ⑦ Freedom of Assembly and Association: Ensuring the freedom of assembly for meetings without the threat of retaliation or coercion.
- ⑧ Protection of Property Rights: Respecting all intellectual and material property rights of Hyosung Advanced Materials and second-tier subcontractors.
- ⑨ Protection of Privacy: Prohibiting interference with the privacy of employees' personal information, families, residences, communications, etc.

Safety and Health: We prevent from workplace accidents and occupational diseases of our employees by identifying reisk factors in advance.

- ① Improvement of Working Environment: Creating a pleasant working environment to enable healthy and safe work for workers.
- ② Emergency Preparedness: Establishing response plans for emergencies and enhancing effective evacuation capabilities through evacuation drills.
- ③ Prevention of Industrial Accidents: Making efforts to prevent industrial accidents and occupational diseases.
- ④ Hygiene Management: Managing facilities such as toilets, drinking water, and dormitories used by workers hygienically.
- ⑤ Safety and Health Education: Providing workers with essential safety and health information.
- ⑥ Prevention of Exposure to Hazardous Substances: Identifying chemical, biological, and physical hazardous substances that workers may be exposed to, evaluating and controlling their exposure regularly.
- ⑦ Facility Safety Management: Conducting regular safety inspections of hazardous facilities in accordance with regulations and maintaining records.
- ⑧ Safety Incident Management: Investigating the causes of industrial accidents or serious illnesses and developing improvement measures.

Environment : We strive to meet the environmental standards of all products and services that we provide and minimize environmental impacat.

- ① Compliance with Environmental Regulations: Acquiring necessary legal permits and staying updated on the latest regulatory revisions.
- ② Reduction of Environmental Impact: Efforts to reduce resource and energy usage in operations.
- ③ Management of Chemicals and Hazardous Substances: Managing chemicals used in production processes or contained in products, as well as hazardous substances harmful to human health or the environment thoroughly.
- ④ Management of Air Pollution: Monitoring of air pollution substances used in operations and prevention facilities.
- ⑤ Water Management: Minimizing water usage in operations and monitoring discharges within set limits.
- ⑥ Greenhouse Gas Emission Management and Reduction: Calculating and verifying greenhouse gas emissions, setting and achieving reduction goals.

- ⑦ Product Life Cycle Assessment Management: Quantifying and providing environmental load on air, water, and soil caused by the usage of energy and mineral resource throughout all stages of product and service provision, from raw material extraction, processing, assembly(production), transportation, use, to disposal. Identifying potential adverse impacts on the environment, assessing the impact of environmental loads on the environment, and making efforts to reduce negative effects.
- ⑧ Waste Management: Minimizing and monitoring waste generation in production processes.

This code may be periodically revised, and any revisions will be announced through the HAMC website. Additionally, HAMC or third-party assessors may conduct evaluations, site visits, and inspections to verify compliance with this code. Based on these assessments, if any risks are identified, improvement plans and corrective actions may be required. Failure to address significant violations of this code within the specified timeframe may result in the termination of transactions with HAMC or termination of contracts.