

Korea Zinc Policy Package

Table of Contents

Revision Record.....	4
1. Environment Policy	5
1-1. Environmental Management Policy	6
1-2. Biodiversity Policy.....	9
1-3. Mine Waste Management Policy	11
1-4. Water Policy	13
1-5. Deforestation Prevention Policy.....	14
1-6. Sustainable Procurement Policy.....	16
2. Social Policy	18
2-1. Responsible Mineral Policy.....	19
2-2. Fair Compensation Policy.....	22
2-3. Safe & Health Policy	24
2-4. Human Rights Policy.....	25
2-5. Mine Closure and Regeneration Policy.....	28
2-6. Supply Chain Management Policy.....	29
2-7. Supplier Code of Conduct	32
2-8. Modern Slavery Prevention Policy.....	38
2-9. Policy Prohibiting Harassment and Bullying	40
2-9. Cybersecurity Policy	42
2-11. Donation and Sponsorship Policy	43
2-12. Fair Trade Policy.....	44
3. Governance Policy	45
3-1. Board Expertise and Diversity Policy	46
3-2. Policy on Independence Criteria for Independent Directors.....	47
3-3. Tax Policy	48

3-4. Anti-Corruption Policy	50
3-5. Ethics Policy.....	53
3-6. Sustainability Risk Management Policy	55
Sustainability Management Compliance Pledge	56

Revision Record

No.	Policy	Revision	Date
1	Comprehensive policies	Consolidation of Policy Compilation	Jun 10 th , 2024
2	Fair Compensation Policy	A detailed description of the concept of a living wage	Dec 12 th , 2024
3	Human Rights Policy	A detailed explanation of the purpose, scope, and principles of implementation	Dec 12 th , 2024
4	Donation and Sponsorship Policy	A comprehensive explanation of the prohibition on political donations.	Dec 12 th , 2024
5	Anti-Corruption Policy	Thorough descriptions of the measures to prevent conflicts of interest and to combat money laundering	Dec 12 th , 2024
6	Supply Chain Policy	Establishment of new policy	Dec 12 th , 2024
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9			
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11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			
31			
32			
33			
34			

1. Environment Policy

1-1. Environmental Management Policy	6
1-2. Biodiversity Policy	9
1-3. Mine Waste Management Policy	11
1-4. Water Policy	13
1-5. Deforestation Prevention Policy.....	14
1-6. Sustainable Procurement Policy.....	16

1-1. Environmental Management Policy

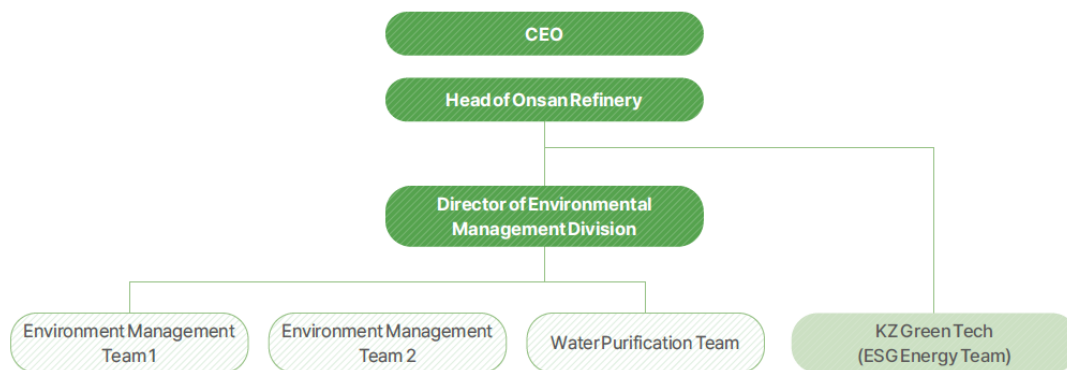
[Objective]

With the ambition of becoming the world's most eco-friendly nonferrous metal smelting company, Korea Zinc has set environmental goals of minimizing pollutant emissions, continuous environmental improvement, evaluating the natural environment, and developing eco-friendly technologies. Korea Zinc will strive for a cleaner world, where people and nature coexist. Based on environmental management goals and policies, we will set better goals, monitor them regularly, and continue with environmental improvement activities.

[Scope]

This Policy applies to Korea Zinc and all its employees. We also encourage various stakeholders, including suppliers and business partners, to adhere to this policy.

[Management System]



Korea Zinc manages environmental impacts and performance and ensures compliance with environmental regulations at its domestic and international business locations through the Environmental Management Division and its dedicated environmental management teams.

[Commitment]

1. The environmental management system is established, operated, and continuously developed to minimize the environmental impact caused by business activities.
2. All employees participate in environmentally friendly management and production of worldclass products at the same time.
3. Preventive environmental activities are strengthened against environmental pollution and for environmental regulations.
4. We will set environmental goals, quality standards, and safety goals for detailed action plans, and conduct performance evaluations to maintain improvement efforts.

5. We communicate the organization's responsibility and role in environmental conservation and raise environmental awareness through training activities.

6. We recognize the importance of environmental conservation and actively participate in local conservation activities.

[Specific Directives]

1. Energy Consumption and Greenhouse Gases

The company is preparing for the shift to a low-carbon economy and adapting to changes in carbon emission regulations. We actively promote environmental sustainability by using renewable energy and hydrogen. Additionally, we are continuously engaged in energy-saving initiatives aimed at enhancing efficiency and adopting advanced technologies to reduce greenhouse gas emissions, all in pursuit of our net-zero targets. Each year, we calculate and audit our emissions to ensure that they align with our established goals.

2. Water Resources

Korea Zinc has developed a system to measure water consumption and wastewater discharge, with continuous monitoring to prevent illegal emissions and pollutant leaks. Appropriate methods must be used to minimize water pollutants, treating them in compliance with regulations before discharge.

3. Air Pollution

Korea Zinc employs technology and systems to minimize the release of air pollutants, with continuous monitoring and management. We have created a system to measure air pollutant emissions and must use appropriate methods to minimize them. Additionally, pollutants must be treated in accordance with legal standards before release, and we continue to engage in numerous activities aimed at reducing air pollutant emissions.

4. Raw Materials

To optimize raw material usage, Korea Zinc has set up a management system and runs various programs to encourage the recycling and reuse of raw materials. Additionally, to optimize raw material usage, we focus on conserving resources by minimizing material consumption and prioritizing recycling. These efforts are part of our continuous commitment to environmental conservation.

5. Hazardous Materials

To ensure the safe handling and usage of hazardous chemicals, Korea Zinc constructs a chemical management system. We oversee identification, labeling, and other aspects across all stages, from the procurement of hazardous chemicals to their transportation, handling, usage, storage, and disposal, to prevent any health or environmental hazards. Furthermore, we establish management processes for the safe use of chemicals and adhere to pertinent laws and regulations.

6. Waste

Korea Zinc has established a waste management system to minimize waste generated during operations. Additionally, we actively promote efficient waste disposal, along with recycling and reuse initiatives.

7. Biodiversity

For the protection of biodiversity, Korea Zinc undertakes environmental conservation measures. Additionally, we strive to reduce the adverse effects of our business operations on biodiversity.

8. Local Community

For the sake of mutual prosperity with the local community, Korea Zinc implements social contribution activities and advances various initiatives for communication with the community.

1-2. Biodiversity Policy

[Objective]

Korea Zinc recognizes the importance of preserving biodiversity, which supports the lives of all beings on Earth, including humanity, in achieving sustainable development. Korea Zinc strives to minimize the negative impact on biodiversity occurred during business activities, in areas near the worksite. To this end, we identify the animal and plants in the area where the workplace is located, check the habitat of endangered species, and analyze the potential impact of management activities.

[Scope]

This policy extends to all Korea Zinc sites, urging stakeholders, including contractors, to adhere to this policy and actively participate in related activities.

[Management System]

Korea Zinc actively promotes various activities to reduce the environmental impact on biodiversity across its business operations and intends to broaden the scope by employing incremental reduction measures as part of its sustainable management initiatives.

[Core Principles]

Korea Zinc is committed to upholding biodiversity policies to safeguard the ecosystems of organisms residing near its facilities, actively managing the surrounding areas. Additionally, it will collaborate with expert organizations as needed to conduct investigations on the impact on biodiversity.

1. Korea Zinc will comprehensively predict, analyze, and evaluate the impact on the environment in promoting projects and policies, examine biodiversity, and continuously monitor its impact.

2. We will comply with the legal requirements of the respective country, region, and local authorities at all operational sites where the protection of biodiversity and international agreements (such as World Heritage areas¹ and IUCN Category I-IV protected areas²) apply.

¹ World Heritage Site

² World Conservation Union-designated protected areas for biodiversity protection, national parks, natural monuments, geological topography, habitat/species management areas, ecological, biological, and cultural values, and sustainable natural resource use areas

3. We will conduct an environmental impact assessment, considering the social environment and characteristics of each country and region where workplaces are located.

4. With the protection of endangered rare and endemic species, we will support the initiatives of the country and region to protect biodiversity and make sustainable use of resources.

5. In addition, we will continue delivering information to enhance their knowledge and understanding of biodiversity protection issues, for a consensus among employees and stakeholders.

6. We will strive to achieve a No Net Loss (NNL) and Net Positive Impact (NPI) that offset biodiversity inhibitions caused by business activities in areas with critical habitats, by restoration efforts.

1-3. Mine Waste Management Policy

[Objective]

Korea Zinc recognizes that safe management of mine waste is very important to prevent serious damage to health, wildlife, groundwater, surface water and environment. Therefore, Korea Zinc establishes the policy for the safe management of mine waste and strives for active implementation.

The mine waste policy of Korea Zinc is applied with other internationally accepted standards and guidelines including the Global Industry Standard for Tailings Management (GISTM) by the ICMM (International Council on Mining & Metals), UNEP (UN Environment Programme), and PRI (Principles for Responsible Investment). Additionally, it reflects the laws and regulations of countries and regions where Korea Zinc is engaged in business directly or through investment and follows more strict standards.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities and subsidiaries. We urge stakeholders, including contractors involved in business relationships, to abide by this policy and actively join in related activities.

[Core Principles]

All mining waste-related facilities of Korea Zinc strongly comply with the regulatory requirements. Also, we continuously improve the management of the relevant facilities.

The planning, design, construction, operation, dissolution, and closure of facilities and equipment related to mine waste are governed by the following principles:

1. The structure must be stable.
2. The solids and water must be managed within the designated and approved areas.
3. Facilities must be complied with the relevant regulations.
4. Facilities must be complied with relevant standards, internal policies, industry best practices and technical guidelines in the business operation area.

In addition, Korea Zinc strives to ensure the safe operation and monitoring of mine waste management facilities with comprehensive systems and procedures including:

1. We monitor tailing dams, bridges, natural slopes, and water levels using surveillance systems that include technologies such as GPS, piezometers, gradient meters, pressure gauges and remote sensing.
2. Inspection is conducted from time to time by trained workers and professional technical staff.
3. We perform periodic and official safety inspections by an externally certified engineer (We release the results of the inspections to the public).
4. We conduct regular review of facilities and mine waste-related projects by a group of internal practitioners.
5. We organize an external expert group for design, operation, monitoring, and maintenance inspection of critical

mine waste management facilities and major related projects.

[Specific Directives]

For proper management of mine waste, Korea Zinc will develop and manage the following detailed guidelines according to the standards set by GISTM.

1. Guidelines for Invasion, flooding, and emergency response plan
2. Guidelines for critical care reporting of tailing storage facilities
3. Guidelines for tailing management governance
4. Guidelines for risk assessment of tailing storage facilities
5. Criteria and guidelines for water management
6. Criteria and guidelines for closure and recovery
7. Education and training for executives and key stakeholders in relation to mine waste
8. Guidelines for systematic third-party verification

Korea Zinc will internalize mine waste management policy to achieve our goal of mine waste management, faithfully carry out commitments, and check and disclose the achievement results.

1-4. Water Policy

[Objective]

Korea Zinc considers efficient management of water resources very important in the environmental protection of the workplace and recognizes that it is an essential management activity in the production process. Korea Zinc is committed to optimizing water usage by upgrading aging facilities and refining operational standards at its facilities. Furthermore, efforts are directed towards increasing water reuse and recycling rates.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Core Principles]

Korea Zinc recognizes that it is important not only for the company's management activities but also for global sustainable development to manage and use water resources efficiently. Therefore, we establish and implement this policy to fulfill our social responsibility as a member of society.

[Specific Directives]

1. Executives and employees of Korea Zinc share the importance of sustainable water resources, prioritize the impact on the local community and the environment, and endeavor to manage water resources to protect water resources.
2. Korea Zinc evaluates the impact of management activities such as production on water resources to minimize water resource-related risks that may occur during the operation of the project, and actively tries to discover and introduce new technologies that can minimize risks.
3. Based on domestic and international water resource guidelines, Korea Zinc actively cooperates with external water resource policies of local governments, central governments, and international organizations in the area where the workplace is located.
4. Korea Zinc transparently discloses company policies and activities related to the use of water resources to stakeholders.

Korea Zinc will try to discover facilities and activities that can reduce industrial water usage to manage water resources efficiently and reduce discharge.

1-5. Deforestation Prevention Policy

[Objective]

Korea Zinc recognizes the importance of 'no deforestation' for sustainable development and understands the potential risks of it to Korea Zinc's business. The problem of deforestation has become a critical issue that needs to be addressed urgently around the world. Korea Zinc promises to implement a policy against deforestation to protect forests, the home of life on Earth, including humanity.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Management System]

Across all its business activities, Korea Zinc is implementing diverse initiatives to reduce the environmental impacts associated with deforestation. As part of its sustainable management efforts, it will expand the scope by employing progressive reduction measures.

[Core Principles]

Korea Zinc will integrate policies aimed at preventing deforestation and diligently fulfill the commitments outlined in its pledge to practice.

1. Korea Zinc will make efforts to prevent deforestation for the protection of all life forms, including contractors, during the assessment stages of facility expansion or the establishment of new facilities.
2. Through the implementation of an environmentally sustainable management system, we will collaborate with our partners to combat deforestation. We will also stand in solidarity with citizens and environmental organizations in efforts toward afforestation and greening.
3. We vow to restore forests and other green spaces, if required, upon the cessation of existing business activities.
4. By continuously adhering to environmental policies, we will endeavor to eradicate deforestation and undertake reforestation to protect our forests.
5. We will not operate the business in areas where forest resources are abundant and worth special protection.
 - Forest genetic resource protection zone, Baekdudaegan protection zone, wetland protection zone
6. We will not operate a business in international protected areas.
 - Ramsar Wetland, IUCN Protected Areas categories I-IV, UNESCO World Natural Heritage Site
7. We commit to backing regional, national, and international efforts to prevent deforestation.
8. If necessary, we will try to get help from outside specialized agencies to carry out our promise to ban forest

destruction and effectively provide relevant information to employees and stakeholders to enhance their understanding of the importance and seriousness of the deforestation problem.

9. We will strive to the best of our ability to protect forests in international and national conservation regions.

[Conservation Area]

In line with the IUCN Category I-IV protected areas and relevant biodiversity laws and regulations, both internationally and domestically, Korea Zinc avoids areas requiring conservation. We strive to minimize impact and commit to restoration and offsetting any damage that occurs.

1. Global Conservation Zones (IUCN Category Ia, etc.)

Areas acknowledged internationally for their pristine ecosystems and rich biodiversity. These regions have remained untouched by human activities and are vulnerable to destruction from even slight human influence.

2. Intact Wild Areas (IUCN Category Ib, etc.)

Regions that retain their pristine wilderness ecosystems and host indigenous communities living traditional lifestyles. They allow only minimal impact for educational and scientific purposes.

3. National-Level Conservation Areas (IUCN Category II, etc.)

Designated by the nation to permanently conserve natural ecosystem formation processes, these regions are crucial for protecting indigenous plants and animals and are important for religious, scientific, educational, recreational, and tourism activities.

4. Natural and Cultural Heritage Sites (IUCN Category III, etc.)

These sites, formed by natural or cultural influences, possess high archaeological, anthropological, historical, and geographical value from a scientific standpoint.

5. Habitat Preservation Areas (IUCN Category IV, etc.)

Designated for the management of important habitats for plants and animals at international, national, and regional levels, these areas require conservation management to preserve ecosystems and protect target species.

1-6. Sustainable Procurement Policy

[Objective]

Korea Zinc strives to pursue environmentally friendly management by conserving the environment and resources and fulfilling social responsibilities by complying with environmental regulations. The scope of green procurement includes all items purchased by Korea Zinc for business operations, such as consumables, corporate consumables (MRO - Maintenance, Repair, and Operations), and civil engineering materials. Through the continuous promotion of green procurement, we endeavor to transition towards sustainable practices as a green purchaser.

[Scope]

This policy encompasses all Korea Zinc establishments. Furthermore, stakeholders, including contractors and business partners, are encouraged to adhere to this policy and actively support associated endeavors.

[Scope of Green Procurement]

For domestically produced goods, products certified according to Article 66, Paragraph 4 of the 「Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis」 are recognized as green products. Accordingly, products holding certifications such as environmental label certification, environmental performance label certification, low-carbon certification, and excellent recycling product certification are recognized as green products, and they are also included in Korea Zinc's green procurement targets. For products certified with environmental certifications from overseas countries, their eligibility for green procurement is determined through internal assessments and discussions based on our standards.



환경표지 인증



환경성적표지 인증



저탄소제품

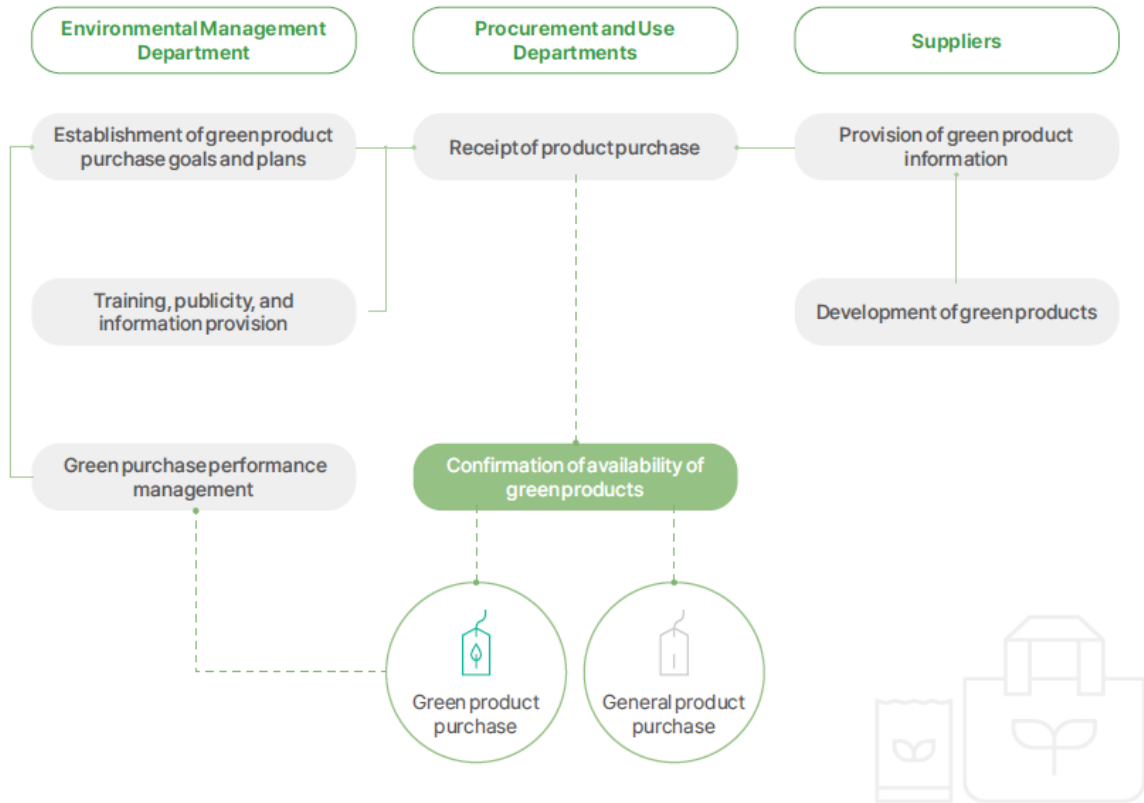


GR(우수재활용제품) 인증

[Green Procurement Procedures]

Korea Zinc implements green procurement processes for all purchases, aiming to enhance and promote the acquisition of environmentally friendly products.

[Green Procurement Process]



1. Green purchase of Korea Zinc considers eco-friendliness in the entire process of product production and business operation.
2. Korea Zinc will achieve green purchase by purchasing certified products from basic materials to consumables (MRO), civil engineering, construction, electricity, chemical facilities, and services.
3. The related department will monitor and manage green purchases in environmental affairs and purchasing of materials, to expand green purchases throughout the company.
4. For sustainable growth, Korea Zinc will take into account the environmental impact of purchased goods and take diverse measures for green purchases.
5. We will actively support reviewing the purchase of green products at the request of the related departments.
6. Means and measures for green purchase will be considered in establishing a purchase plan.

2. Social Policy

2-1. Responsible Mineral Policy.....	19
2-2. Fair Compensation Policy.....	22
2-3. Safe & Health Policy	24
2-4. Human Rights Policy.....	25
2-5. Mine Closure and Regeneration Policy.....	28
2-6. Supply Chain Management Policy.....	29
2-7. Supplier Code of Conduct	32
2-8. Modern Slavery Prevention Policy.....	38
2-9. Policy Prohibiting Harassment and Bullying	40
2-9. Cybersecurity Policy	42
2-11. Donation and Sponsorship Policy	43
2-12. Fair Trade Policy.....	44

2-1. Responsible Mineral Policy

[Objective]

Korea Zinc is dedicated to actively supporting the Responsible Minerals Initiative (RMI) to prevent revenue from flowing into conflict zones, thereby reducing violence and exploitation. Furthermore, we seek to raise consumer awareness and transparency regarding responsible mineral usage. We strongly endorse RMI's efforts to prohibit the use of conflict minerals. To expand our management scope, Korea Zinc continuously monitors mineral purchases from our collaborating companies. We strictly adhere to our principles and standards for managing conflict minerals, in accordance with Annex II of the OECD guidelines. We refrain from engaging with suppliers who do not comply with these principles and aim to foster long-term relationships with our suppliers.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

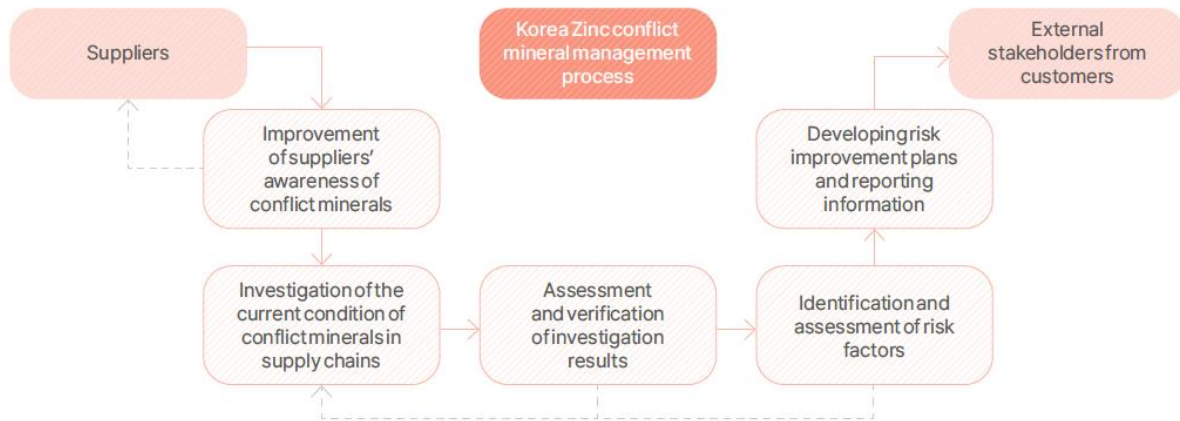
[Core Principles]

1. We refrain from engaging in severe abuses associated with mining, transporting, or trading minerals.
 - 1-1. Any forms of torture, cruel, inhuman and degrading treatment
 - 1-2. Any forms for forced or compulsory labor
 - 1-3. Other gross human rights violations and abuses such as widespread sexual violence
 - 1-4. Child labor
 - 1-5. War crimes or other serious violations on international humanitarian law, crimes against humanity or genocide
2. We abstain from using minerals that directly or indirectly support non-state armed groups.
3. We abstain from sourcing minerals that provide direct or indirect support to public or private security forces.
4. We eschew minerals acquired through bribery and fraudulent misrepresentation of their origin.
5. We avoid minerals acquired through non-payment of taxes, fees, and royalties to governments.
6. We steer clear of minerals acquired through money laundering and the financing of terrorism.

[Target Products]

Korea Zinc is a non-ferrous metal smelting company that mainly produces and sells zinc, and produces gold, silver, and sulfuric acid as valuable metals and by-products that are recovered in the process of zinc and smelting. Korea Zinc has broadened its management responsibility to include its primary products, such as zinc, lead, silver, and copper, as well as conflict minerals like 3TG (tantalum, tin, tungsten, gold).

[Management System]



Korea Zinc manages minerals based on OECD Due Diligence Guidance³ responsible supply chain management. Also, we actively share it with various stakeholders to promote the management effect of responsible minerals.

[Supply Chain Management Procedure]

Korea Zinc manages the mineral used in the company's products to be ethically mined according to the OECD due diligence guidelines, and demands partner companies the same level of management like us.

1. Step 1 : Raise awareness of partner company
 - 1-1. Request for agreement of not using conflict minerals to primary partner companies.
 - 1-2. Distribution of Korea Zinc's Responsible Minerals Policy and support training initiatives
 - 1-3. Require partner companies to implement policies that do not use conflict minerals.
2. Step 2 : Investigate conflict minerals in the supply chain
 - 2-1. Investigation and monitoring of conflict minerals information and usage in the supply chain for primary suppliers.
3. Step 3 : Systematic due diligence and verification of results
 - 3-1. Conduct on-site inspection of submitted information from partner companies.
4. Step 4 : Identify and assess risk within the supply chain
 - 4-1. Risk inspection and management based on the results of the on-site inspection.
5. Step 5 : Develop a risk improvement plan and report relevant information
 - 5-1. Trade sanctions of partner companies using conflict minerals.
 - 5-2. Responsible supply chain management policy and VOC operation in the homepage.

³ OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

[Policy Violation]

Violation of conflict mineral policy can be a serious problem resulting in the termination of a contract to sever relations with a customer and the filing of a lawsuit against the company. In addition, violations of this policy could tarnish the company's reputation, and bring a pressure from various stakeholders such as NGO, human rights activists, consumers, or markets. Therefore, all employees must report to the relevant department ASAP when they find any violation and be careful not to delay reporting due to insufficient evidence.

2-2. Fair Compensation Policy

[Objective]

Korea Zinc implements and complies with all labor laws and regulations in all countries and regions where we operate, and secures employment stability and adequate wages for employees through fair compensation in society and economy to realize responsible and sustainable management.

[Scope]

This policy applies to all employees of Korea Zinc's facilities, as well as to all forms of laborers providing services to Korea Zinc.

[Core Principles]

Korea Zinc will implement the following principles for the practice of the compensation principle (fair compensation policy) that provides employees with a fair living wage.

1. Ensuring Living Wages

Korea Zinc strictly adheres to the minimum wage standards of each country in which it operates, ensuring fair and lawful compensation for all employees. Beyond this, the company provides legally mandated allowances for overtime and additional work, reinforcing its commitment to compliance and employee welfare. Korea Zinc adheres to principles of payment necessary for its employees and their families to sustain a basic standard of living in all countries where it operates. A living wage is defined globally as the level of compensation required to ensure a decent standard of living. It takes into account various factors provided by each government, such as housing costs, education expenses, typical family size, and the overall cost of living.

2. Market-based Compensation

Korea Zinc provides fair compensation based on the level of skills, training, and experience of employees, and is designed to meet or exceed market-based industry standards.

3. Compliance with Equal Compensation

According to the principle of equal compensation, Korea Zinc pays equal compensation to executives and employees who provide equal labor without discrimination due to gender, race, ethnicity, nationality, religion, disability, age, family status, social status, and political views.

4. Information Provision and Consultation

Korea Zinc transparently discloses sufficient information to executives and employees regarding the performance evaluation and compensation system and conducts appropriate consultations on compensation through collective bargaining.

[Living Wage Assessment]

Korea Zinc evaluates whether employees at domestic and international workplaces comply with fair living wage payments and spreads them within the value chain. For this, the assessment is carried out according to the following evaluation methodology.

1. Domestic Evaluation Methodology

For the evaluation of living wage levels in Korea, Korea Zinc evaluates it based on the annual living wage

determination announced by the country and cities.

2. Methodology for International Assessment

Korea Zinc implements evaluation methodologies endorsed by global organizations concerning livelihood wages to conduct assessments of living wage standards in overseas areas.

Korea Zinc will comply with this Fair Compensation Policy and we look forward to respecting and complying with it by all stakeholders who maintain business relations with us.

2-3. Safe & Health Policy

[Objective]

With the goal of "ZERO for Critical Disaster," Korea Zinc has issued a safety declaration and established and operated a safety and health policy to ensure that the work site is safe for all employees. We will do our best to build a safety culture in the workplace through various safety capacity building activities, which is expanded to cover partner companies.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Commitment]

1. Establishing a safety-first culture

When establishing management activities, regulations, or making decisions, Korea Zinc shall prioritize securing the safety of facilities. The periodic review of the safety and health management system is disclosed frankly.

2. Internalization of health and safety objectives

All organizations of Korea Zinc comply with safety and health laws, regulations, and other requirements and are actively involved in activities to set and achieve health and safety goals.

3. Strengthening the safety management capacity of employees

All members of Korea Zinc must prioritize safety and health activities, actively participating in accident and occupational disease prevention. This involves identifying, improving, and eliminating all work-related hazards and risks in advance, while leveraging the full capabilities of the company.

4. Strengthening support for health and safety of partner companies

Korea Zinc achieves a safe and pleasant workplace by strengthening safety and health capabilities through education and training and by laying the foundation for cooperative development with partner companies.

5. Advanced health and safety systems

Korea Zinc operates a safety and health system with sustainable and practical standards and continuous improvements, in which all members actively participate.

2-4. Human Rights Policy

[Objective]

This policy declares that Korea Zinc adheres to international human rights standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises. Additionally, it supports the implementation of human rights management practices based on labor principles recommended by the International Labor Organization and ratified by the government. Korea Zinc's Board of Directors is fully committed to upholding its responsibility to respect human rights and consistently takes proactive measures to address related issues.

[Scope]

The responsibility for applying this policy extends to all company employees, contractors, suppliers, and external stakeholders involved in activities under the company's operational control. Every employee is accountable for adhering to this policy, while managers are specifically responsible for promoting and ensuring compliance, both with this policy and with any related business unit or departmental guidelines.

[Commitment]

1. No discrimination

Employees should not be discriminated against for nationality, race, age, gender, sexual orientation, disability, pregnancy, religion, political or union affiliation, marriage, etc. in employment, promotion, compensation, and other HR activities and services.

1-1. Equal Treatment and Inclusion: We embrace diversity and commit to equal opportunity. We expect all persons should be treated equally and prohibit unfair treatment or discrimination based upon gender, race, national origin, age, sexual orientation, gender identity or expression, disability, religion or any other unlawful criterion under applicable law.

1-2. Prohibition of Gender Discrimination: In accordance with the labor laws of each country, we ensure equal rights and opportunities for both men and women. Any form of discrimination against gender by individuals within the organizations and workplaces is strictly prohibited. Therefore, we do not tolerate dismissal or discrimination based on pregnancy or marital status and will impose sanctions where such actions occur. We are committed to responsible business operations that uphold women's rights.

1-3. Prohibition of Disability Discrimination: We are committed to creating a comfortable and equitable work environment by providing accessible information and other forms of support for individuals with disabilities.

2. Humanitarian treatment

All employees are respected, and there should be no harsh or inhumane treatment, such as sexual harassment, punishment, mental or physical coercion, verbal abuse, or unreasonable work restrictions.

3. Prohibition of forced labor

We do not restrain mental or physical freedom and make individuals work against free will, such as assault, threat, confinement, and human trafficking. All work is voluntary, and we do not require workers to hand over government-issued identifications, passports, or work permits on condition of employment.

4. Women's and child labor

No child workers are employed in any position. 'Child' is defined as those below a certain age, as determined by the laws of each country or region. Young workers and pregnant women are excluded from dangerous work and we comply with working conditions, such as age restrictions, in accordance with the ILO (International Labor Organization)'s national ratification agreement.

5. Working hours

We comply with regular, overtime, and holiday-related regulations as specified by the laws of each country and region.

6. Wages and benefits

Payments paid to all workers comply with all applicable national and regional labor laws, including minimum wage, overtime, and legal benefits.

7. Freedom of association and collective bargaining

Korea Zinc guarantees employees the right to voluntarily establish and join labor unions, in accordance with Article 33, Paragraph 1 of the Constitution (to enhance working conditions, workers shall have the right to independent association, collective bargaining and collective action). This commitment is further reinforced by adherence to ILO Convention 87(Freedom of Association Protection of the Right to Organize) and Convention 98 (Right to Organize and Collective Bargaining). Korea Zinc ensures that no form of discrimination related to union activities will be tolerated. Employees are free to exercise these rights without the need for prior approval and without fear of pressure, threats, or retaliation.

8. Safety and health assurance

We comply with workplace health and safety laws.

9. Respect for and Engagement with Local Communities

We are committed to respecting and protecting the culture and traditions of local communities. We strive to minimize any negative impact of our business activities on local communities and the environment while maximizing positive contributions. In line with ILO Convention No. 169 and the UN Declaration on the Rights of Indigenous Peoples, we respect the rights of Indigenous peoples and actively support the realization and advancement of their social, economic, and cultural rights. In all our operations, we adhere to the principle of Free, Prior, and Informed Consent (FPIC) in accordance with the standards and recommendations of the International Council on Mining and Metals (ICMM) and the procedures we have adopted.

10. Security Personnel and Human Rights

Korea Zinc is committed to promoting the security of its employees and workplaces while actively ensuring a work environment free from violence, threats, or other disruptive elements. We work closely with relevant teams to ensure that our security measures respect human rights, align with international standards, and are proportionate to identified threats.

[Whistle-Blower]

We have established and operate channels that allow individuals to anonymously report unethical behavior or potential violations. All reports are thoroughly investigated, and appropriate measures are taken to resolve any identified issues.

[Implementation Plan]

1. Conducting Human Rights Impact Assessments

Korea Zinc conducts annual human rights impact assessments to proactively identify and address potential human rights risks and key management issues across its operations and supply chain. These assessments encompass all employees, including contractors, as well as key stakeholders, such as suppliers and local communities. Oversight of human rights management falls under the responsibility of the Human Resources Management Team. .

2. Identifying Human Rights Risks

Based on the results of the human rights impact assessments, Korea Zinc identifies potential human rights issues. The company prioritizes risks associated with employees, suppliers, and other stakeholders by referring to international human rights standards, ensuring that the most critical risks are addressed first.

3. Mitigation and Follow-Up Actions

We analyze the potential impact on human rights and plan specific measures to reduce identified risks. Mitigation and follow-up actions include implementing training programs, enhancing policies, and ongoing monitoring to address issues that could negatively affect human rights. The assessments prioritize the needs of vulnerable and historically marginalized groups, including Indigenous peoples, women, and children, with findings communicated as necessary.

4. Monitoring and Reviewing Human Rights Impact Assessments

While these assessments are conducted annually as a standard practice, they may also be performed during significant changes to business activities, such as relocations or other major operational shifts. The content and implementation of this human rights policy are regularly monitored by the Sustainable Management Committee. Any significant violations of this policy are reported to both the Sustainable Management Committee and the Board of Directors. Stakeholders are encouraged to provide feedback and propose solutions regarding this human rights policy, and their input is communicated to the Sustainable Management Committee for review.

5. Disclosure of Status and Results

The results of these assessments are published in our annual sustainability report, ensuring transparency and accountability. Korea Zinc may report progress on addressing human rights issues to the Board of Directors and disclose key human rights risks identified to employees and other stakeholders as needed.

[Stakeholder Communication and Grievance Handling]

1. Grievance Handling Channels

Korea Zinc has established and operates grievance handling channels that are always open for reporting any human rights-related concerns. Through these channels, stakeholders can report issues related to the company,

with the assurance that both the identity of the whistle-blower and the content of the report will remain confidential. All reports are addressed through lawful procedures to ensure appropriate action is taken.

2. Stakeholder Engagement

Korea Zinc actively engages with all stakeholders regarding human rights management. In addition to the grievance handling channels, we operate various communication platforms to continuously monitor human rights risks.

2-5. Mine Closure and Regeneration Policy

[Objective]

Korea Zinc recognizes that minimizing the environmental impact of the mine from the beginning of operation can reduce the impact of the mine closure in the long run, and it is with the management philosophy of Korea Zinc, which values environmental protection. As a result, mine closure plans and arrangements are updated continuously throughout the entire phase, starting with the design phase of the facility and ending operations.

In addition, Korea Zinc considers a social framework when establishing a mine closure plan and develops a closure plan to identify the targets of gradual recovery in areas where operations have been suspended prior to the complete closure of the mine.

Korea Zinc develops a mine closure plan following best practices such as 'Integrated Mine Closure Good Practice Guide' by ICMM (International Council on Mining & Metals), considers the needs of the community and plans to close the mine according to the relevant regulatory requirements of the country and region.

[Scope]

This policy applies to all facilities of Korea Zinc and its subsidiaries, and stakeholders involved in business relationships, including contractors, are encouraged to adhere to this policy and actively participate in related activities.

[Core Principles]

1. Safety

Ensuring Safety for humans and wildlife

2. Stability

Preparing for earthquakes and floods, maintaining a similar level of landscape to the natural landscape of the area and considering stability against the load and erosion of natural sediments

3. Geochemical safety

Addressing risks of too high or too low solute concentrations that can affect the environment and humans

4. Socially and environmentally sustainable

Having no significant lasting impact on the wider environment or socioeconomic dynamics by mine closures

2-6. Supply Chain Management Policy

[Objective]

Korea Zinc has established a supply chain policy to strengthen trust with partners and support their sustainable management. We are committed to building a sustainable supply chain ecosystem that fosters mutual growth and collaboration with our partners.

[Scope]

All Korea Zinc partners are encouraged to actively cooperate with this policy and participate in related activities to establish a culture of fair and transparent transactions when conducting business with us.

[Supply Chain Management]

1. Human Rights and Labor Protection

Partners and suppliers are required to protect the human rights of all personnel and uphold their dignity. This responsibility extends to all types of workers engaged in business operations, including temporary staff, migrant workers, interns, and dispatched employees. Partners must conduct their business in compliance with relevant laws and our human rights standards, while partners and suppliers are also expected to respect internationally recognized human rights principles, including the ILO Core Labour Standards and any other applicable regulations, such as:

- UN Declaration on the Rights of Indigenous Peoples
- UN Declaration on the Rights of Indigenous Peoples
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Voluntary Principles on Security and Human Rights
- Ten Principles of the UN Global Compact (UNGC)
- International Council of Mining and Metals (ICMM) Principles
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

In addition, suppliers must adhere to nationally recognized standards regarding working hours. This includes a maximum of 48 regular working hours per week, a rest period of at least 24 consecutive hours every seven days, and a limit of 12 hours of voluntary overtime per week.

2. Occupational Health and Safety

It is essential to guarantee the health and safety of workers (defined as “engaged personnel” under the Serious Accidents Punishment Act) in all activities related to business transactions. Partners must also comply with the relevant laws and regulations to create and maintain safe and healthy workplaces.

3. Environmental Protection

Partners must recognize their responsibility to protect the environment, promote the development and adoption of eco-friendly technologies, and actively work to protect biodiversity and prevent deforestation in response to

climate change. Compliance with environmental regulations is required, covering areas such as waste management, recycling, industrial water usage and reuse, as well as the control of greenhouse gases and air emissions.

4. Ethical Management

Partners are expected to maintain high ethical standards and comply with all relevant laws and regulations in the course of business transactions.

5. Responsible Sourcing of Minerals

To contribute to a sustainable future for humanity and the planet, partners must establish internal management standards for conflict minerals and responsible minerals, fulfilling their corporate responsibilities in this area.

[Supply Chain Management Process]

Korea Zinc conducts ESG assessments of its partners to enhance sustainability throughout the supply chain. By identifying ESG risks, we raise partners' awareness and support their improvement efforts to mitigate these risks. The ESG assessment is conducted annually and follows a process that includes selecting target companies, self-assessments, on-site inspections, and support for improvements.

1. Selection of Companies

The selection process targets key partners of Korea Zinc, considering factors such as transaction volume, irreplaceability, business relevance, and internal opinions.

2. Self-Assessment

Partners conduct self-assessments based on criteria provided by Korea Zinc to evaluate their overall ESG management. The results help identify high-risk partners by assessing management and risk levels in various ESG areas.

3. On-Site Inspections

Based on self-assessment results, selected partners are visited to examine actual risks. Detailed improvement measures are derived from this analysis.

4. Support for Improvements

Based on the findings from self-assessments and on-site inspections, Korea Zinc establishes detailed improvement plans to elevate partners' ESG standards. We provide support to ensure that partners implement effective and meaningful corrective actions for identified deficiencies. Korea Zinc could offer educational materials and consulting services to suppliers to support and facilitate their improvement efforts.

[Support for ESG Management in the Supply Chain]

Korea Zinc continuously and systematically supports its partners to achieve a sustainable supply chain. Dedicated personnel are assigned to promote various activities, including training and consulting, to help partners enhance their ESG performance.

[Communication]

Korea Zinc is committed to practicing transparent and ethical management with its partners. Stakeholders within the supply chain can report any unethical conduct or ESG-related issues through channels such as the Cyber

Audit System and the Safety and Environment Hotline. We strictly ensure that the identity of whistle-blowers and the content of reports are kept confidential under all circumstances.

2-7. Supplier Code of Conduct

[Objective]

Korea Zinc has established the "Supplier Code of Conduct" with the aim of actively encouraging partner companies to embrace social responsibility and contribute to positive societal changes. We seek the voluntary commitment of our partner companies to comply with this code. The code advocates for responsible corporate operations, emphasizing ethics, human rights, safety, and environmental considerations. We sincerely urge cooperating companies interested in joining this initiative to wholeheartedly adhere to these principles. In instances where conflicts may arise between this code of conduct and legal regulations, we will prioritize the more rigorous standards.

[Scope]

Korea Zinc mandates active collaboration from all partner companies to uphold ESG (Environmental, Social, Governance) principles in their dealings with the company. Strict adherence to this code of conduct is crucial to foster a fair and transparent trading culture.

[Code of Conduct]

1. Human Rights and Labor Protection

We must protect the human rights of internal members and ensure their dignity in accordance with internationally recognized human rights standards. Internal members encompass all forms of workers involved in the company's operational processes, including temporary workers, migrant workers, interns, dispatched workers, and others.

1-1. Forced Labor

All labor must be voluntary. In other words, partner companies must not engage in forced labor (including slavery, human trafficking, and involuntary servitude) against the will of workers. Partner companies should not employ forced laborers, workers subjected to involuntary servitude contracts, non-voluntary prisoner laborers, or victims of human trafficking. This prohibition encompasses all acts that involve the coercion, force, kidnapping, or deception of socially vulnerable individuals for the purpose of labor exploitation. Additionally, during the hiring process, employers must provide workers with a copy of the employment contract written in a language understandable to the worker. In the case of employing foreign workers, the original documents of the passport and work permit must be retained by the worker.

1-2. Minor Workers

Partner companies are prohibited from employing child labor under any circumstances. The term 'child' refers to individuals below the age of 15 (including those under 18 still attending middle school) or those below the minimum employable age as defined by national/local regulations. Additionally, workers under the age of 18 shall not be assigned to hazardous processes or subjected to extended or night work due to safety and health concerns. Interns, specifically students undergoing practical training, should be distinctly managed in accordance with their internship programs and kept separate from regular employees.

1-3. Working Hours

Partner companies are required to adhere to the weekly working hours as stipulated by law. Weekly working hours should not exceed the maximum working hours established by legal regulations. Except in emergencies

or special situations, weekly working hours, including overtime, must not exceed the limits set by labor laws. All overtime work must be conducted voluntarily with the worker's consent, and the compensation for overtime should be higher than the regular hourly wage as per relevant laws and regulations.

1-4. Wage Policies

Wages provided to workers must encompass minimum wages, overtime allowances, the four statutory insurances, and welfare benefits, as specified by law. It is crucial to adhere to all relevant laws and regulations. Wage reduction as a disciplinary measure is not permissible, and the criteria and components of workers' wages should be presented in a format that employees can comprehend, such as a detailed pay slip, written documentation, or through the company's intranet.

1-5. Humane Treatment

Respect for the human rights of all workers is paramount, and any form of harsh or inhumane treatment, including harassment, sexual abuse, corporal punishment, mental/physical coercion, verbal abuse, or unjustifiable restrictions, is strictly prohibited. To ensure this, clear and reasonable disciplinary procedures should be explicitly outlined and communicated to workers.

1-6. Discrimination

Partner companies must take measures to prevent unfair discriminatory practices based on prejudice. Workers should not face discrimination or harassment in employment practices such as wages, promotions, rewards, education, and opportunities due to race, skin color, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political affiliation, union membership status, nationality, marital status, or any other factors. Except for exceptional cases required by relevant laws or for workplace safety, medical examinations that could be used as a basis for discrimination against workers or job applicants cannot be mandated.

1-7. Freedom of Association

Partner companies must respect the right of workers, in accordance with local regulations, to establish and join employee councils or labor unions, engage in collective bargaining, and participate freely in peaceful gatherings. Additionally, companies must respect the right of workers to choose not to participate in such activities. Furthermore, an environment should be fostered where workers and their representatives can communicate with management about working conditions without fear of discrimination, retaliation, threats, or harassment.

2. Safety and Health

It is imperative to recognize that ensuring the safety and health of workers (meaning 'employees' as defined by the 'Serious Accidents Punishment Act,' and this regulation uniformly applies the same definition) is essential in all activities related to our business transactions. Furthermore, efforts should be made to establish and maintain a safe and healthy workplace in accordance with relevant laws and regulations, including the 'Serious Accidents Punishment Act.

2-1. Accident Prevention

Regular risk assessments of potential hazards for workers and continuous safety training must be conducted to prevent accidents. Adequate personal protective equipment, physical barriers, safety devices, and protective measures to control potential and existing hazards should be provided to ensure the safety of workers. Additionally, workers should have the freedom to raise concerns related to occupational safety issues with the management.

2-2. Emergency

Establishing and implementing procedures for responding to potential emergencies and accidents and making efforts to minimize damages caused by emergency situations, including conducting emergency evacuation training for employees, ensuring escape facilities, and securing fire detection and firefighting equipment, in order to prevent emergencies and enhance overall preparedness.

2-3. Industrial Accident and Disease

Partnering firms must have procedures and systems in place to manage industrial accidents and diseases. It is essential to be aware of, assess, and control situations where workers are exposed to physically demanding tasks such as repetitive manual labor, lifting heavy objects, standing for prolonged periods, and assembly work that involves significant physical exertion.

2-4. Occupational and Environmental Hygiene

Collaborating companies must provide employees with clean restroom facilities, access to potable water, and a hygienic environment for food preparation, storage, and consumption. Employee dormitories should be maintained in a clean and safe condition, equipped with proper emergency exits, ventilation systems, and heating/cooling facilities.

2-5. Health/Safety Communication

All employees should undergo appropriate safety and health training in the language they primarily use. Safety and health information must be prominently posted within the workplace.

3. Environment Protection

Recognizing the responsibility for environmental protection, efforts should be made to promote the development and dissemination of eco-friendly technologies. Additionally, endeavors are required to protect biodiversity in response to climate change and prevent deforestation. Compliance with environmental laws and regulations related to waste management, recycling, industrial water usage, reuse, greenhouse gas emissions, and air pollutants is imperative in addressing environmental pollution resulting from business operations.

3-1. Environmental Regulation

Business collaborators must obtain and maintain the necessary legal environmental permits (e.g., installation, operation, and modification reporting of emission and prevention facilities), ensuring compliance with the most recent requirements. Efforts should be directed towards adhering to operational and reporting requirements throughout the permit process. Moreover, compliance with regulations pertaining to the use of recycling and disposal labels, as well as specific substances prohibited or requiring permits in manufacturing processes (e.g., Industrial Safety and Health Act), is essential.

3-2. Environment Management Goals

Companies should establish an internal management system for key environmental areas, including energy, water, greenhouse gases, waste, hazardous substances, soil pollution, noise, and odor. It is essential to have a dedicated organization responsible for driving environmental management initiatives.

3-3. Eco-Friendly Product and Service

Efforts should be made to expand the adoption of eco-friendly products and services through the development and dissemination of green technologies. Companies should strive to obtain certifications for eco-friendly products and services.

3-4. Climate Change

Business associates must measure and assess energy consumption, usage, and greenhouse gas emissions on both an organizational and facility level, categorized by type. It is crucial to implement systems for improving energy efficiency and adopting measures to reduce greenhouse gas emissions. Additionally, compliance with the Renewable Energy Act requires the measurement of renewable energy usage. Measurement of harmful substances contained in products and emissions of air pollutants should also be conducted, and efforts should be made, if necessary, to reduce pollutant levels across the entire facility.

3-5. Waste

Partnering firms must identify the characteristics of waste to minimize or eliminate pollution, ensuring compliance with relevant laws and regulations in handling and discharging waste, while making efforts to reduce the amount generated. Systematic measurement and reduction activities for waste discharged during processes must be implemented. Establishing safety management standards and conducting self-checks and third-party inspections at each handling stage are essential. Additionally, compliance with regulations concerning the use of recycling and disposal labels, as well as specific substances prohibited or requiring permits in the manufacturing process (e.g., Industrial Safety and Health Act), is mandatory.

3-6. Natural Capital

Business associates must measure and assess energy consumption, usage, and greenhouse gas emissions on both an organizational and facility level, categorized by type. It is crucial to implement systems for improving energy efficiency and adopting measures to reduce greenhouse gas emissions. Additionally, compliance with the Renewable Energy Act requires the measurement of renewable energy usage. Measurement of harmful substances contained in products and emissions of air pollutants should also be conducted, and efforts should be made, if necessary, to reduce pollutant levels across the entire facility.

4. Ethical Management

In all our transactions, it is imperative to uphold a high level of ethical standards and comply with relevant laws and regulations.

4-1. Transparency

All transactions must be conducted transparently. In our dealings with your company, no specific inducements or inappropriate advantages, with the purpose of influencing transactions such as the establishment of deals or setting favorable terms, should be promised, proposed, or provided. Cooperative firms must refrain from engaging in any corrupt practices, including bribery, fraud, money laundering, embezzlement, concealment, or exerting undue influence on business partners. It is essential to comply with relevant regulations. If employees are solicited for gifts, hospitality, or favors in connection with transactions, they should promptly report such incidents to the Korea Zinc Cyber Audit (https://www.koreazinc.co.kr/?pageName=customer/cyber_audit&mainMenuId=kzcustomer&subMenuId=kz-customer-question&menuId=kz-customer-cyber-audit).

4-2. Fair Trading

Cooperative partners should refrain from engaging in unfair business practices and unreasonable competition restrictions in transactions with us, such as price collusion, bid rigging, and other unfair collaborative activities. We have internal regulations in place to prohibit violations of fair trade regulations, including false advertising, exaggerated claims, and collusion.

4-3. Information Security

Partner companies should make reasonable efforts to protect the personal information of all individuals, including employees, customers, and consumers, related to their business activities. Additionally, strict adherence to privacy and information security regulations is crucial in the collection, storage, processing, transmission, and sharing of personal information. Any personal or business information acquired through transactions with us will not be used for dealings with other businesses or disclosed to third parties without prior approval.

4-4. Information Disclosure

All transactions must be conducted transparently, accurately reflected in the collaborating company's accounting books and business records. Information regarding the collaborating company's labor, safety and health, environmental management practices, business activities, ESG performance, financial status, and achievements should be disclosed in accordance with relevant regulations and common industry practices.

4-5. Intellectual Property

Business partner companies must respect and securely protect the intellectual property rights of Korea Zinc. The transfer of technology and know-how should be carried out in a manner that safeguards intellectual property rights.

4-6. Whistleblower Protection

We must establish channels through which members can report unethical conduct, and have regulations in place to protect internal whistleblowers, prohibiting retaliation. Information related to internal whistleblowing should be kept confidential, and in cases where retaliatory actions are discovered, strict measures should be taken. It is essential to thoroughly investigate and address the raised concerns fairly, seeking resolution.

5. Responsible Minerals

To ensure a sustainable future for humanity and the planet, it is imperative to establish internal management standards for conflict minerals and responsible minerals and make concerted efforts to fulfill corporate responsibilities.

5-1. Procurement Process

Minerals such as cobalt, tin, tantalum, tungsten, gold, etc., used or sold by collaborating companies, should not originate from conflict financing. They must be mined in a manner that respects human rights and the environment, adhering to social responsibilities. The use of minerals acquired through illegal, unethical, or inappropriate methods that result in serious human rights abuses, health or safety risks, water scarcity, waste, pollution, or environmental destruction should be strictly prohibited.

5-2. Risk Identification

It is essential to identify, mitigate, and address supply chain risks inherent in the mining and processing of minerals. Cooperative companies should develop and implement policies regarding the origin and supply chain of relevant minerals from conflict and high-risk areas. They must provide documentation for due diligence, in accordance with all applicable laws and international industry standards, including the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas' (hereinafter referred to as the OECD Guidance). Additionally, companies should ensure compliance with sustainability criteria required by us and be able to demonstrate this in accordance with Korea Zinc's requirements.

5-3. Supply Chain Management

We do not use minerals processed in mines, refineries, etc., that do not comply with the requirements of the OECD Guidance. Similarly, we require our suppliers to adhere to the OECD Guidance and sustainability criteria for the supply of relevant minerals. Suppliers of these minerals must guarantee and demonstrate compliance with the OECD Guidance and sustainability standards.

2-8. Modern Slavery Prevention Policy

[Objective]

Korea Zinc supports and complies with international standards related to human rights and labor including the Universal Declaration of Human Rights, the core convention of International Labor Organization and the Convention on the Rights of the Child (CRC).

Korea Zinc established a policy against modern slavery under the UK Modern Slavery Act of 2015 and the Australian Modern Slavery Act 2018 to eradicate modern slavery including all types of forced labor, child labor, involuntary labor and trafficking for exploitation which can happen in business and supply chain, and to protect human rights.

Korea Zinc is committed to promoting ethical values and human rights principles to protect human rights in all aspects of business and to prevent human rights violations, and we demand the same principle from subsidiaries. Korea Zinc expects all stakeholders in our business and interests including our direct suppliers, to sympathize with the purpose of this policy and try to prevent modern slavery.

[Scope]

This policy covers employees, customers, subsidiaries, joint ventures, and companies subject to acquisition of Korea Zinc. All employees of Korea Zinc must comply with this policy, and we expect all stakeholders, including our direct suppliers, to respect it.

[Core Principle]

1. Korea Zinc does not violate human rights through direct forced labor.
2. Korea Zinc applies zero tolerance principle to modern slavery, such as forced labor, bonded labor, child labor, involuntary labor, human trafficking for exploitation and human rights crimes related to deprivation of freedom.
3. Korea Zinc will develop the suppliers code of conduct and internal policies and processes to prevent modern slavery.
4. Korea Zinc will continue to monitor policy compliance of all stakeholders including our company.
5. Korea Zinc will provide regular human rights training to our employees.

[Responsibility of Korea Zinc]

Korea Zinc will have overall responsibility for our legal and ethical obligations, monitor the effectiveness of policies and follow up with the handling if any concerns are raised. Additionally, it is our responsibility to periodically review compliance with policies and audit internal processes to ensure that no forced labor or human rights violations occur.

[Ethical performance]

Korea Zinc should follow ethical standards and guidelines to carry out all business processes honestly and sincerely, and our employees should comply with the relevant policies, including legal obligations, in all processes of performance.

[Responsibility of Staff]

Employees of Korea Zinc should alert to forced labor and modern slavery in the business and supply chain. Our employees should avoid any activities that may violate this policy and report any suspected violations of this policy or concerns according to the process of Korea Zinc.

[Protection of Employees' Rights]

Korea Zinc opposes discriminatory practices related to employment and occupation, encourages, and embraces diversity in all aspects of business operations. We also support freedom of collective association and the elimination of modern slavery including all forms of forced labor, bonded labor, child labor and human trafficking. Korea Zinc does our best to provide a safe and healthy working environment for all employees.

[Establishment of Supplier Code of Conduct]

Korea Zinc established the "Supplier Code of Conduct of Korea Zinc" based on the human rights principles by our supply chain and suppliers and may require them to comply with contractual obligations.

[Due Diligence of Supply Chain]

Korea Zinc will conduct due diligence on each supplier when entering transactions with all supply chains and suppliers to determine whether they comply with the code of conduct and identify the risk of modern slavery.

Korea Zinc will try to guarantee the right to human dignity through various practical means.

2-9. Policy Prohibiting Harassment and Bullying

[Objective]

Korea Zinc intends to fulfill corporate social responsibility by practicing human rights-oriented management and preventing human rights violations in management in advance. Based on ethical management and human rights management, we do our best to maintain a working culture of mutual trust and respect in the workplace. We established a policy to prohibit workplace sexual harassment and bullying to protect executives and employees.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Definition]

1. Sexual Harassment

Workplace sexual harassment means that employers, superiors or workers get other employees to feel sexual humiliation or disgust, and give them disadvantages in working conditions and employment because they do not comply with sexual behavior or other demands.

2. Bullying

Workplace bullying refers to an act in which a user or worker causes physical and mental pain to another employee or deteriorates the working environment beyond the appropriate range of work by using an advantage such as a position or relationship.

[Prohibition]

Workplace bullying refers to an act in which a user or worker causes physical and mental pain to another employee or deteriorates the working environment beyond the appropriate range of work by using an advantage such as a position or relationship.

1. Sexual Harassment

1-1. Type

■ Types of Workplace sexual harassment

Workplace sexual harassment can be classified into physical, verbal, visual and other behaviors. Other acts refer to all behaviors that are recognized as sexual humiliation or disgust by social norms.

■ Damage types of Workplace sexual harassment

The damage caused by Workplace sexual harassment can include not only sexual humiliation or disgust felt by the victim, but also disadvantages in the victim's working conditions and employment.

2. Bullying

2-1. Type

■ Physical harassment: Inflicting physical threats or violence

■ Verbal harassment: Swearing or threatening words

■ Workplace harassment: Insulting in front of other people or online

- Non-workplace harassment: Continuously and repeatedly instructing people to do things related to others' daily lives such as running private errands
- Group harassment: Gossiping about personal history

[Core Principles]

1. Executives and employees of Korea Zinc do not infringe on the human rights of others by workplace sexual harassment and bullying.
2. Korea Zinc takes measures against workplace sexual harassment and bullying by applying the zero-tolerance principle.
3. Korea Zinc continuously monitors compliance with policies to prevent workplace sexual harassment and bullying.
4. Korea Zinc provides regular workplace sexual harassment and bullying prevention education to executives and employees.

[Specific Directives]

1. Reporting and Handling

1-1. Receiving report

Employees who want to deal with grievances such as workplace sexual harassment and bullying can report them in writing, by phone or by registering an in-house system. In addition, any employees may report to the company if they see or become aware of them.

1-2. Investigation

If the company receives or recognizes reports of workplace sexual harassment and bullying, it should investigate without delay. At this time, we ensure that victimized person does not feel shame during the investigation.

1-3. Remediation and Personnel Actions

For workplace sexual harassment and bullying, necessary measures such as disciplinary action are taken based on the principle of zero tolerance in the relevant norms and rules, and the company should carefully monitor the recurrence and secondary damage even after the case is closed. In addition, the company may order the actor to get counseling and education to prevent the recurrence of workplace sexual harassment and bullying.

2. Confidentiality and protection of victimized employee

The company must remain strictly confidential throughout the entire process of reporting workplace sexual harassment and bullying. In order to protect the victimized employee, appropriate measures such as changing the workplace, granting paid leave and psychological counseling are taken. In addition, the company does not treat the employees unfavorably because they have reported or claimed damage.

3. Prevention Education and Initiatives

Korea Zinc conducts prevention in various ways to prevent workplace sexual harassment and bullying. We promote ethical awareness among executives and employees through declaration of ethical management, enactment and posting of ethical codes, and provide education to prevent workplace sexual harassment and bullying more than once a year. In addition, we make efforts to eradicate workplace sexual harassment and bullying and create a culture of mutual respect centered on human rights through messages and education from management.

2-10. Cybersecurity Policy

[Objective]

Korea Zinc has established information protection policies and regulations for all employees, to raise awareness of information protection and to protect customer value. For tangible and intangible assets, including core technologies and personnel, we take necessary administrative, technical, and physical measures required for prevention, detection and management of security incidents. Internal policies are enacted and revised to monitor the latest trends and comply with various regulations.

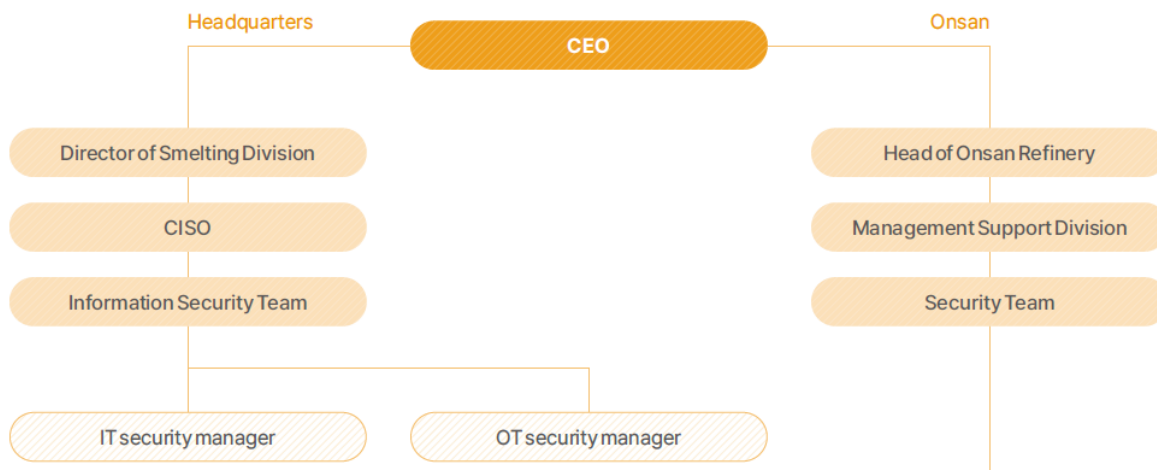
[Scope]

This policy encompasses all personnel affiliated with Korea Zinc, including employees, partner company staff under contractual arrangements, and any external visitors to company premises. Moreover, it extends to all tangible and intangible assets owned, held, or created by the company.

[Protocol]

1. We protect the company's information assets from infringement attacks, illegal access, and leaks.
2. We comply with various legal security requirements related to information protection.
3. We promote a sound security culture through education, inspection, and communication.
4. Appropriate investment and a reasonable level of control are maintained to strengthen information protection.
5. We cooperate with partner companies and strive to improve the security system.

[Cybersecurity Management System]



Korea Zinc's information security division serves as the central administrative body, with IT and OT security professionals assuming responsibility for safeguarding operations. Meanwhile, security operations at the Onsan Smelter prioritize physical security measures, overseen by a dedicated security team. The CISO and the Information Security Team, which falls under the CISO's jurisdiction, are responsible for the implementation and maintenance of enterprise security solutions. Meanwhile, the Security Team under the head of Onsan Refinery oversees the safety of the facility and the physical security of the refinery. To foster trust among internal and external stakeholders, including customers, Korea Zinc openly shares details about the structure and activities of the information protection organization, as well as relevant certifications and evaluations.

2-11. Donation and Sponsorship Policy

[Objective]

Korea Zinc administers donations and sponsorships according to established procedures.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Core Principles]

1. The donation and sponsorship of Korea Zinc shall be made through a legally established charity only when it complies with the relevant laws and aims for clear charity.
2. Donations or sponsorship shall not be made in connection with auctions, bids, contract renewals, or future business relationships. In addition, the company shall not use donations or sponsorship agreements as a means of obtaining favorable terms from the organization or its affiliates or related parties.
3. Donations or sponsorship must comply with ethical management policies, such as the principle of preventing bribery and preventing corruption, and cannot be made without the approval of the exclusive right holder.
4. Under no circumstances should political contributions be made in an attempt to influence any decision of a government official or obtain an improper advantage. To avoid any potential perception of the Company exercising improper influence over any decision of a government official or to obtain an improper advantage, the Company does not support any political party, group or individual. The Company therefore prohibits the provision of financial or other support for political purposes to any politician, political party or related organisation, or to any official of a political party or candidate for political office, in any circumstances, either directly or through third parties. As individuals, the Company's employees have the right personally to take part in the political process. However, they must make it clear that such support arises from their personal political beliefs and is not related to the Company.

2-12. Fair Trade Policy

[Objective]

For fair transaction with partners, Korea Zinc implements four fair business practices for large-small business cooperation, introduced by the Fair Transaction Commission, in businesses with partners.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Four Actions of Fair Trade]

1. In signing contracts for win-win cooperation between large and small businesses

Korea Zinc justly reflects the company's interests in signing contracts with partners and maintaining a reasonable & transparent business with the company.

2. In a fair selection of suppliers

We contribute to fair contracting orders by enhancing transparency and fairness in the selection & affair with suppliers.

3. In establishing and operating an internal audit committee for subcontracts

We strictly examine fairness and legitimacy in contracting with partners to establish subcontracting orders and maintain reasonable & transparent business relationships.

4. In documenting and keeping subcontract transactions

In signing and trading subcontracts with partners, Korea Zinc establishes guidelines regarding issuing and preserving documents thereby constructing order.

3. Governance Policy

3-1. Board Expertise and Diversity Policy	46
3-2. Policy on Independence Criteria for Independent Directors.....	47
3-3. Tax Policy	48
3-4. Anti-Corruption Policy	50
3-5. Ethics Policy.....	53
3-6. Sustainability Risk Management Policy	55

3-1. Board Expertise and Diversity Policy

[Objective]

The Board of Directors at Korea Zinc has established principles for enhancing the board diversity.

[Core Principles]

1. Expertise

1-1. The company assesses its proficiency in corporate governance, financial reporting, risk management, and ESG.

1-2. The company takes into account its proficiency in the non-ferrous metals field.

1-3. The company considers its knowledge of the functions of independent directors.

2. Diversity

2-1. Korea Zinc does not impose nationality restrictions on the candidates for registered and independent directors, for a global advanced governance structure.

2-2. Korea Zinc does not impose gender restrictions on the candidates for registered and independent directors, to enhance the diversity of the Board of Directors.

2-3. Korea Zinc strictly eliminates school or regional connections and prioritizes work experience and expertise when hunting candidates for registered and independent directors.

2-4. Korea Zinc takes a comprehensive approach from the stages of discovering candidates, considering various diversity elements such as race, religion, and ethnicity.

[Recommendation Route]

1. In order to enhance the diversity of the Board of Directors and strengthen the interests of stakeholders, Korea Zinc will consider various recommendation channels.

2. In determining the direction of the board's composition, the Board of Directors will verify that the board's composition reflects the above diversity requirements evenly through the "Diversity Verification."

The company will continue to make efforts to operate the Board of Directors more effective by adding various perspectives and experiences.

3-2. Policy on Independence Criteria for Independent Directors

[Objective]

Korea Zinc's Board of Directors is setting standards to determine the board's internal independence.

[Independence Criteria]

Based on the independence criteria for outside directors at Korea Zinc, an independent director is considered independent if they meet all of the following conditions.

1. When independent directors have not served as executives of the company within the past five years
2. When independent directors or their direct family do not receive an annual compensation of more than \$60,000 from the company or its subsidiary except being permitted in 「SEC Rule 4200 Definitions」*
3. When the direct family of independent directors have not been executives of the company or subsidiary for the past three years
4. When independent directors are not advisors or consultants to the company or its management
5. When independent directors are not employees of a corporation having a contract for a principal advisory contract or technical partnership with the company
6. When independent directors have not served in the company's external audit agency within the last three years
7. The external director is not an employee of a corporation where transactions with the company in any of the last 3 fiscal years exceed 10% of the company's total assets or revenues
8. The external director is not an employee of a corporation that has entered into a single transaction agreement with the company during the last fiscal year exceeding 10% of the company's total sales
9. The external director is not affiliated with a nonprofit organization receiving donations from the company totaling more than 10% of the total donation amount received by the company in the last fiscal year, excluding donations arising solely from investments in company securities or non-material charitable matching gift programs
10. The external director has no conflicts of interest regarding matters decided by the board of directors

* These criteria are used to determine the independence of external directors at Korea Zinc Co.

3-3. Tax Policy

[Objective]

As a global company, Korea Zinc considers the importance of complying with tax laws and institutions and manage tax risks. Korea Zinc faithfully complies with tax laws set by the state, pays taxes sincerely on realized profits, and prepares standards and procedures for managing tax risks effectively and systematically. Chief Financial Officer (CFO) oversees tax affairs and reports them to management and the Board of Directors when tax issues have a significant impact on the business.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Core Principles]

1. Compliance with national tax laws and international regulations

Korea Zinc strictly complies with the laws and regulations of the tax authorities in all domestic and foreign transactions, and preemptively identify and respond to enactment, revision, rules, and precedent creation.

2. Tax risk management

Korea Zinc strives to minimize tax risks related to Korea Zinc management activities and identify tax issues and impacts before making important decisions. In addition, evidence of the decision-making is recorded and stored in a standardized document. If it is deemed necessary, we will receive advice from specialized institutions such as law firms, accounting firms, and tax firms.

3. Tax return and payment

Korea Zinc faithfully fulfills its tax reporting and payment obligations in accordance with the laws of the country where profits are realized through business and faithfully fulfills the taxpayer's obligations required.

4. Eliminating tax avoidance

Korea Zinc does not make transactions for the purpose of transferring income between countries, taking advantage of differences in laws, deficiencies in the international tax system, unfair use of tax havens, and tax avoidance. We endeavor to ensure that profits realized are legally and consistently taxed in accordance with relevant laws and regulations.

5. Respect to the customs office

Korea Zinc strives to establish a constructive and cooperative relationship based on mutual trust and respect with the tax authorities of the site country and faithfully responds to tax investigations or requests for related data.

6. Compliance with normal transactions

Korea Zinc will maintain a transaction structure that complies with the intent of laws and regulations in transactions with foreign special related parties. In order to block inappropriate risk allocation and profit transfer, Korea Zinc will thoroughly understand actual transaction details between overseas corporations through the Korea Zinc Transfer Price Regulations based on OECD Guidelines* and BEPS (Base Erosion and Profit) prevention standards, and will ensure consistent taxable income distribution for profits realized in the country where business activities are conducted.

7. Transparency, accuracy, and objectivity of tax information

For ensuring transparency in the tax burden, the relevant information is disclosed to stakeholders of Korea Zinc without concealing, distortion, or exaggeration. The audit report discloses the criteria for calculating corporate tax expenses, deferred tax assets and liabilities, composition details of corporate tax expenses, and tax rates in financial statements and annotations, and secures the accuracy and objectivity of related information through external audits

*OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations and with local tax laws in each country

3-4. Anti-Corruption Policy

[Objective]

Korea Zinc complies with all applicable laws, including the 「Criminal Act」, the 「Act on the Aggravated Punishment of Specific Crimes」, and the 「Improper Solicitation and Graft Act」. In addition, we adhere to the legal requirements of every country in which we operate and follow international standards such as the UN Global Compact.

[Scope]

This policy applies to Korea Zinc, its employees, and all individuals acting on its behalf. Korea Zinc also encourages all its subsidiaries, their employees, as well as business partners and their employees, to comply with this policy or adhere to policies of a similar standard.

[Definition]

1. “Gifts” refer to items that can provide economic benefits, including cash-equivalent assets (such as cash, gift certificates, vouchers), and goods.
2. “Facilitation payments” are small sums of money given to public officials to expedite routine administrative tasks, such as visa processing, customs inspections, and similar procedures.
3. “Conflict of interest” occurs when a private interest between a business partner and an employee inappropriately influences the employee’s performance of their duties.
4. “Entertainment” includes various activities intended for business-related social gatherings and interactions, such as meals, drinks, golf, performances, and recreational events.
5. “Favors” refer to providing or receiving benefits such as transportation, accommodations, sightseeing, or event support.

[Core Principles]

1. Compliance with Laws

All transactions must comply with domestic and international anti-bribery and anti-corruption laws, as well as international standards, to uphold fair business practices.

2. Gifts

No gifts may be offered, requested, or accepted from stakeholders under any circumstances. Additionally, no facilitation payments may be made to public officials to expedite their duties.

3. Entertainment

Entertainment with stakeholders is only permitted when reasonably necessary for legitimate business purposes. However, interactions with public officials, journalists, educators, and others covered by the **Anti-Graft Act** must comply with its regulations.

4. Favors

No favors, such as transportation or accommodations, that exceed customary levels should be offered or accepted. However, exceptions are made for conveniences generally provided to all attendees at events.

5. Solicitations and Recommendations

Employees must not use personal or external connections to solicit or recommend individuals for company-related matters. Any such solicitations or recommendations received must be reported via the Cyber Audit

system on the company's website.

6. Financial Transactions

Employees are prohibited from engaging in financial dealings, such as loans, guarantees, or property leases, with stakeholders. Additionally, involvement in illegal financial activities, including money laundering, is strictly forbidden.

[Specific Directives]

1. We establish an internal management system to prevent corruption and provide annual training for all employees. This training covers anti-corruption measures, ethics, the code of conduct, and compliance. By doing so, we ensure that our employees have the necessary competencies to handle their responsibilities effectively.
2. We will fully input time, human resource, budget, facilities, and other resources in making, implementing, and maintaining policies & systems to prevent corruption.
3. When hiring all personnel, we will require compliance with anti-corruption principles as a condition of employment and will establish disciplinary procedures for violations, empowering the organization to enforce discipline. After employment, we will share the anti-corruption policy within a reasonable period and conduct relevant training. Furthermore, we will ensure that individuals who refuse or report corrupt activities are not discriminated against, retaliated against, or disciplined.
4. For members significantly exposed to corruption risks and compliance officers for anti-corruption, before employment, relocation, promotion, etc., we will verify whether they adhere to the policies and requirements for corruption prevention. We will also periodically review incentives and ensure that there are safeguards to prevent members from engaging in corrupt practices. Additionally, we will regularly verify that organization members comply with anti-corruption principles.
5. We will provide education to employees to enhance awareness of corruption and enable compliance with anti-corruption principles. This education will include the organization's anti-corruption principles, the damages caused by corruption, situations where corruption may occur and how to recognize them, how to respond to bribery and solicitation, and how to report concerns. We will also provide the same education to business stakeholders (outsourcing, trading partners) with a moderate or higher risk of corruption occurrence.
6. To conduct business in accordance with anti-corruption principles, we will communicate anti-corruption policies and programs to all stakeholders and business partners (subcontractors, suppliers, investors, etc.) in appropriate ways, including systems, procedures, scope, etc., through appropriate means of communication.
7. We will implement reasonable and appropriate measures to ensure that stakeholders also properly implement anti-corruption-related measures and guarantee that they are carried out effectively.
8. We will periodically verify, in a reasonable manner, that employees comply with anti-corruption policies and encourage compliance with anti-corruption policies through reasonable means.
9. We will prevent corrupt practices through investigations into bribery or suspicious transactions and implement appropriate control activities for incidents of corruption.

10. We will conduct continuous monitoring of corrupt practices and suspicions thereof and activate internal reporting (Whistleblowing) by employees.

3-5. Ethics Policy

[Objective]

In 2003, Korea Zinc introduced its own Code of Ethics to define the standards of desirable thinking and behavior for all employees and has diligently implemented it. Our management philosophy includes being a "transparent and trusted company," as well as a company striving for technological leadership, environmental sustainability, customer satisfaction, and contributions to human welfare. Following the revision of the Code of Ethics in 2021, we further revised it to encompass all stakeholders in our expanding business areas and regions. All members of Korea Zinc are required to adhere to this ethics policy and code of conduct.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Code of Ethics]

1. Korea Zinc makes customer surprise top priority, for transparent and reliable corporate management, Korea Zinc gains customer trust through quality improvement of products and services.
2. Korea Zinc complies with all relevant laws and regulations in every country where it conducts business operations. .
3. We are committed to upholding ethical behavior and taking responsibility for our actions, making every effort to establish a strong culture of ethics within the organization.
4. As employees, we uphold a high standard of conduct and strive to protect and enhance the company's reputation.
5. In all business activities and transactions, we must act with honesty, fairness, and integrity to maintain trust.
6. We do not engage in activities that create conflicts of interest between the company and personal interests.
7. We do not engage in any form of unreasonable discrimination against employees or stakeholders based on race, nationality, gender, age, educational background, religion, region, disability, marital status, sexual orientation, or political views. We are committed to respecting individual dignity and diversity.
8. We are committed to creating a safe workplace and actively working to protect the environment.

[Code of Ethical Management Practices]

1. Employees' Responsibilities and Duties

1-1. Anti-corruption

- Employees keep in mind that bribery and corruption can undermine the company's ethical reputation.
- Employees do not accept or promise the any monetary and non-monetary bribes from anyone regarding their duties.
- Employees do not take unfair advantage of the company's assets or their position and do not allow third parties to acquire them either

1-2. Information protection

- Employees strictly protect and manage the company's business information and customer information acquired for work purposes.

1-3. Prohibition of conflict of interest

- A conflict of interest arises when a private interest involving a partner company's employee inappropriately influences the performance of an employee's duties.
- Any inappropriate requests from partner company employees with whom there is a personal connection, including former employees, must be strictly rejected to prevent conflicts of interest.
- If a conflict of interest is unavoidable, it must be immediately reported to a supervisor and the

compliance department.

- Employees must avoid informal contact with partner company employees with whom they have personal ties. In cases of unintentional contact, this should be reported to a supervisor.

- Employees are prohibited from participating in gatherings with former employees that have not been approved by the company. Any participation in such gatherings should only occur after retirement. If currently a member, the employee must report this to a supervisor and withdraw.

- If there is a personal connection with a partner company employee, the employee must consult with their supervisor and, based on the outcome, agree to reassignment of duties if necessary.

- Employees must not engage in unfair transactions, such as awarding non-competitive contracts, making high-priced purchases, favoring certain suppliers, or disclosing trade information prematurely, based on personal interests.

- Even after retirement, conflicts of interest with Korea Zinc and its affiliates must be avoided.

1-4. Anti-money laundering and insider transaction

- Employees shall not involve themselves or any other stakeholders that include the company, customers, partners, and suppliers in money laundering for the proceeds acquired through unlawful activities.

- Employees are strictly prohibited from engaging in insider trading or third-party tipping. They must not use internal information acquired during the course of their duties to directly trade stocks or securities, nor should they encourage others to do so.

2. Corporate Responsibilities and Duties

2-1. No discrimination

- The company does not discriminate based on connections in acquaintance, family, educational backgrounds, gender, religion, age, disability, or marital status.

2-2. Free and fair competition

- The company respects the autonomy and creativity of each employee, offers equal opportunities based on each employee's ability and qualifications, and compensates accordingly.

- The company respects the free market economy order and competes fairly with competitors based on mutual respect.

- The company complies with a fair contract without making unreasonable demands or providing unreasonable support for a particular company using its status.

- The company complies with the laws and regulations related to fair trade, including the Monopoly Regulation and Fair Trade Act, and prohibits antitrust and anti-competitive practices.

[Disciplinary Actions for Violations]

Employees who violate the Code of Ethical Conduct or the Ethical Management Practice Guidelines may be subject to disciplinary actions, including dismissal, in accordance with relevant regulations. A zero-tolerance policy is enforced for offenses such as accepting bribes, embezzlement, information manipulation, and breaches of sexual ethics.

1. Violating the ethical policies or instructing others to do so.
2. Failing to immediately report known or suspected violations of ethical policies.
3. Not cooperating in investigations related to potential violations of ethical policies.
4. Retaliating against other employees who report ethical management issues.

3-6. Sustainability Risk Management Policy

[Objective]

Korea Zinc has formulated principles for managing sustainability risks and adheres to them.

[Scope]

The scope of this policy encompasses all Korea Zinc facilities, and it is recommended that stakeholders, including contractors involved in business relationships, adhere to this policy and actively engage in related activities.

[Core Principles]

1. We recognize that non-financial risk is a crucial factor for the sustainable management of Korea Zinc.
2. We review and oversee non-financial risks that have a significant or adverse impact on our business activities.
3. We assess non-financial issues in developing projects involving social and environmental impact such as the construction of production or facilities, thereby reducing or relieving the risks.
4. We share major issues concerning the management of non-financial risks to foster communication with both internal and external stakeholders.
5. Through the participation of all employees, we aim to reach a consensus on non-financial risk management and enhance management capacity.

Sustainability Management Compliance Pledge

Even in the face of rapidly changing business environments, Korea Zinc is dedicated to pursuing environmental and social sustainability for all stakeholders—employees, shareholders, customers, partners, and local communities—based on our principles of sustainable management. We strive to contribute to human well-being and economic progress. To this end, Korea Zinc has formulated policies to uphold and guide compliance with our principles of sustainable management. Through these policies, we commit to fostering transparent communication with stakeholders and endeavoring in our journey towards sustainable management.

December 2nd 2024

Chief Executive Officer

Ki D. Park



(서명)

Contact: ESG Management Team

Email: ybjeong@koreazinc.co.kr

Tel: 02-6947-2459