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|  | Korea Zinc | No. | 29 |
| | | Approved. | Mar, 2022 |
| | | Last Reviewed. | Nov 10, 2023 |
| | | Revision No. | 1 |

Fair Compensation Policy

Effective Date: Nov 10, 2023

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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.

Principle of Fair Compensation

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.

[Living Wage Guarantee]

Korea Zinc complies with the principles of living wage payment necessary to lead the basic life of employees and their families in all countries where we operate business.

[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.

[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.

[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.

Fair Compensation 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.

[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.

[Overseas Evaluation Methodology]

Korea Zinc evaluates by applying the evaluation methodology of the Fair Wage Network, a global organization related to living wages to evaluate the living wage level in overseas regions.

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.