

Declaration of Human Rights Policy

OCI Holdings declares its commitment to actively implementing human rights management that values human dignity and worth. We pledge to fulfill our social responsibility by respecting the human rights of all stakeholders, including our employees and everyone associated with our company.

Principle of Respect for Human Rights

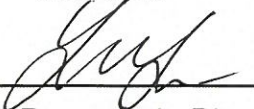
OCI Holdings publicly supports, respects, and faithfully adheres to the values of human rights, labor, environment, and anti-corruption as outlined by various international human rights standards and norms, such as the International Labor Organization (ILO) and the United Nations' Universal Declaration of Human Rights (UDHR), in its commitment to practicing human rights management.

OCI Holdings declares its commitment to human rights management to protect and promote the human rights of its employees and various stakeholders. This commitment will be reflected in all corporate activities and policies and will be continuously implemented.

- 1. OCI Holdings regards the protection of and respect for human rights as our most basic responsibility in doing business and applies this principle equally to all stakeholders, including employees, customers, business partners, local communities and subsidiaries across the group. As the holding company, OCI Holdings oversees and manages the Group's human rights management performance at the Group level.**
- 2. OCI Holdings complies with all labor-related laws and regulations required in the countries and regions where it operates.**
- 3. OCI Holdings is committed to providing a good working environment and strives to ensure that employees receive a living wage.**
- 4. OCI Holdings strives for employment sustainability and in the event of restructuring, consults with workers' representatives in accordance with applicable laws.**
- 5. OCI Holdings complies with laws and regulations regarding non-regular workers, strives to prevent the misuse of non-regular employment, and ensures non-discriminatory treatment as well as equal access to training, safety, and welfare benefits.**
- 6. OCI Holdings provides education and training aimed at preventing human rights violations including discrimination, harassment, and sexual harassment. OCI prohibits all forms of forced labor and child labor and take strict disciplinary action against any violations while promoting a culture of respect for human rights and addressing human rights issues.**
- 7. OCI Holdings regularly monitors the implementation of its human rights policies and operates reporting channels for grievances through which human rights issues can be reported. The company guarantees the anonymity and confidentiality of reporters and ensures fair investigations and appropriate remedial actions.**

OCI Holdings hereby declares its commitment to doing its utmost to establish and expand the practice of human rights management as outlined above.

June 2026



President, COO and Representative Director of the Board
Su Mi Lee