



OCI Holdings

Human Rights Impact Assessment Results Report

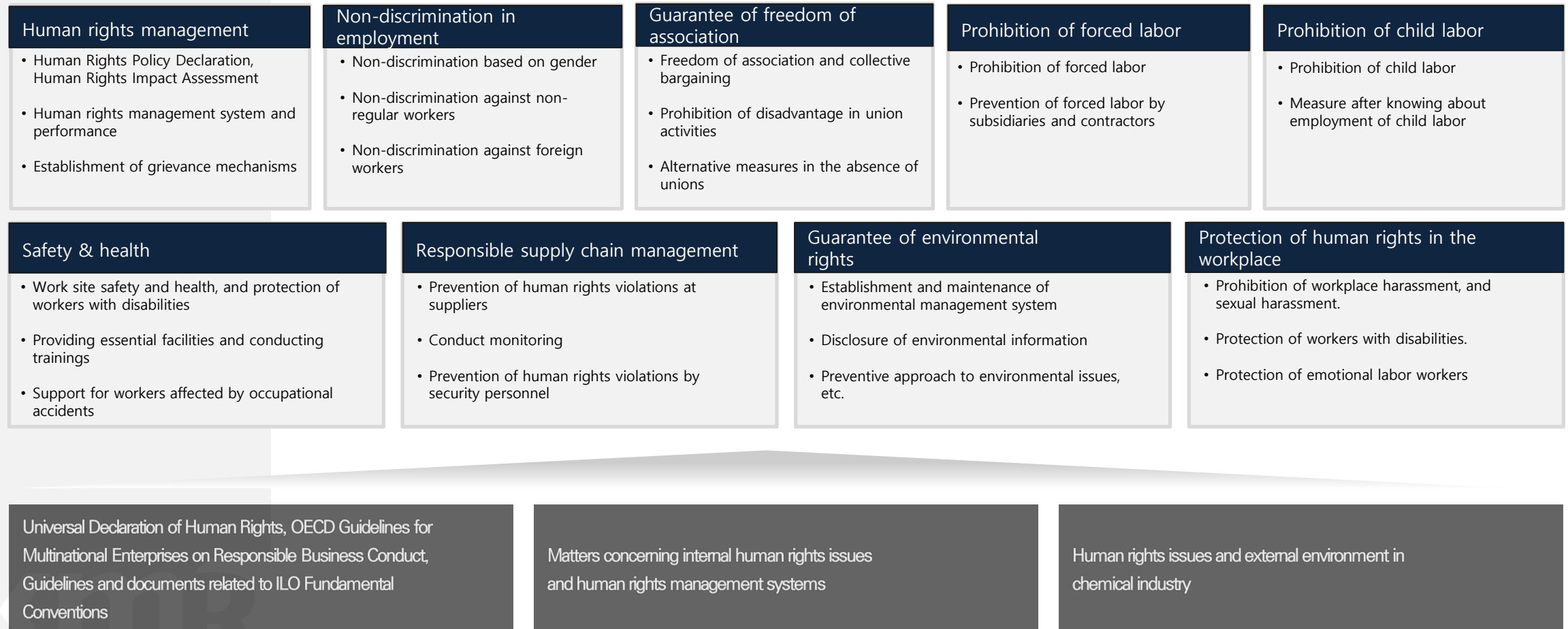
1. Overview of Human Rights Impact Assessment(HRIA)

OCI Holdings aims to ensure fairness and objectivity by conducting a Human Rights Impact Assessment through an external professional institution.

Organizer	• (External) Assessment Committee of Korea Management Registrar, (Internal) OCI Holdings Assessment TFT
Period	• 2025.8.7 ~ 10.31
Scope	• (Business Operation) Based on HRIA checklist for public institutions which includes human rights management system, prohibition of employment discrimination, protection of freedom of association and collective bargaining, prohibition of forced labor, prohibition of child labor, occupational health and safety, responsible supply chain management, environmental rights protection, and employee human rights, and the checklist developed by the Korea Management Registrar, OCI conducted an evaluation to understand the impact of corporate management activities on human rights.
Procedure	• Indicator development → Indicator training → Self-evaluation → Due diligence and expert evaluation → Result Report
Method	• The objective evidence and evaluation criteria for each organizational operation impact assessment checklist indicator were standardized by referring to the indicators, principles, and cases presented in the National Human Rights Commission's human rights management guidelines and standardized evaluation methods and standards were provided to minimize interpretation of the same question in different meanings • Conducted indicator training for persons in charge of human rights management operation, managers, and practitioners to understand the importance and evaluation methods of human rights impact assessment and determine the final evaluation index by collecting opinions on the human rights impact assessment checklist. • After the internal self assessment(written evaluation), the objective evidence of the indicators that answered "Yes" is checked through on-site due diligence by external experts, and whether there are indicators that corresponding to "need to improve" and "no" (Focus on deriving improvement tasks) • The results of on-site due diligence are distributed to the human rights management cooperation department(related departments) under the leadership of the HRM Team to reflect objections to and amendments to the evaluation results. • Final collected evaluation results and evidence are confirmed, and improvement tasks are drawn.

2. Indicators of Human Rights Impact Assessment

Human rights management system and remedies, non-discrimination in employment, guarantee of freedom of association and collective bargaining, prohibition of child labor and forced labor, guarantee of industrial safety & health, etc. Detailed assessment indicators were selected in 9 areas.



3. Definition of Stakeholders

OCI Holdings divides its major stakeholders into seven groups, including customers, shareholders, employees, etc. The Company continuously identifies the key issues and interests of each stakeholder group through diverse communication channels and fosters ongoing stakeholder engagement by disclosing its major activities and achievements in response to those issues.

Stakeholders of OCI Holdings

Stakeholders	Communication Channels	Key Issues and Matters of Interest
Customers	• Customer satisfactory survey (at least once a year, varies by affiliate) • Face-to-face/non-contact consultation channels (ongoing)	• Enhancement of product safety and quality • Design and development of eco-friendly products • Customer management system improvement and customer satisfaction enhancement
Shareholders	• General meeting of shareholders (annually) • Disclosure and IR/PR공시 및 IR (as needed, four times a year) • Integrated report (annually)	• Market expansion and business portfolio diversification • Protection of shareholder rights and establishment of sound corporate governance • Strengthening financial stability
Employees	• Labor-management council, company-wide council (quarterly) • Meetings by position, workshops (quarterly) • Presentations on the current state of management (quarterly)	• Improvement of working environment and organizational culture • Fair performance evaluation and compensation • Protection of human rights and promotion of diversity • Enhancement of job security and competency development
Community and NGOs	• Industry-government-academia partnership programs (MOUs) (as needed) • Social contribution activities (as needed) • Community councils (as needed) • Scholarship programs / OCI Museum (as needed)	• Promotion of renewable energy sourcing and biodiversity conservation activities • Prevention of environmental and safety incidents in local communities • Revitalization of local economies and support for vulnerable groups
Suppliers	• Supplier workshops and meetings (OCI Corp.: annually and as needed) • E-Procurement System	• Shared growth and development of a collaborative ecosystem • Strengthening awareness of ethics and compliance
Government and associations	• Participation in meetings with government agencies (as needed) • Participation in government policies and investment (as needed) • Joint research and development (as needed) • Participation in industry associations (as needed)	• Compliance with laws and regulations • Enhancement of tax transparency • Promotion of industry-academia collaboration and exchange
Media	• Corporate website (as needed) • Press releases and responses to journalists (as needed) • Marketing activities (as needed)	• Transparent disclosure of information • Enhancing credibility and operating communication channels

4. 인권영향평가 결과

As a result of OCI Holdings assessment, '104 Yes,' '7 Need to improve,' '12 No' and '32Not Applicable' out of 155 indicators in 9 areas

종합		87.4% (215 points out of 246 points)				
No.	Sector	Assessment results				
		Yes	Need to improve	No	N/A	Total
1	Human Rights Management System	34	4	2	1	41
2	Non-discrimination in Employment	16	1	0	0	17
3	Guarantee of Freedom of Association and Collective Bargaining	6	0	0	10	16
4	Prohibition of Forced Labor	11	0	0	0	11
5	Prohibition of Child Labor	6	0	0	8	14
6	Guarantee of Industrial Safety and Health	11	0	0	3	14
7	Responsible Supply Chain Management	3	0	7	0	10
8	Guarantee of Environmental Rights	9	1	1	1	12
9	Protection of Human Rights in the Workplace	8	1	2	9	20
합계		104	7	12	32	155