

Policy on Human Rights

LOTTE CO., LTD. conducts its business activities based on the purpose: "To create a happier future by connecting people through original ideas and uplifting experiences." To realize "a happy future" envisioned in our Purpose, we recognize the necessity of conducting business activities that respect human rights throughout our entire value chain. Therefore, we are committed to upholding human rights in accordance with this Policy on Human Rights.

1. Fundamental Principles

We endorse the following international norms concerning human rights and respect the human rights of all individuals involved in our business activities:

- United Nations International Bill of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- The Ten Principles of the United Nations Global Compact

We will comply with the laws and regulations of each country in which we operate. In the event that such laws and regulations conflict with the international human rights norms stated above, we will comply with the applicable laws and regulations while striving to respect international human rights norms to the greatest extent possible.

2. Key Human Rights Issues

- Elimination of Discrimination and Harassment

We respect the fundamental human rights, individuality, and diversity of all individuals and will not engage in any discrimination or harassment based on race, ethnicity, nationality, gender, age, religion, language, disability, sexual orientation, gender identity, gender expression, or any other grounds.

- Elimination of Forced Labor, Child Labor, and Human Trafficking

We will not engage in any form of forced labor, child labor, or human trafficking.

- Avoiding Complicity in Human Rights Violations

We will work with our stakeholders to ensure that we do not become complicit in human rights violations through our business activities.

- **Workplace Environment Improvement and Health Promotion Support**

We will develop and maintain a safe, secure, hygienic, and comfortable workplace environment where employees can work with peace of mind. Furthermore, we will promote the health and well-being of all individuals involved with our Company so that they can work energetically in both mind and body.

- **Respect for Workers' Rights**

We respect the freedom of association and the fundamental rights of workers regarding the right to organize and collective bargaining.

- **Appropriate Wage Payment and Working Hour Management**

We will comply with applicable laws and regulations and strive to pay wages that meet at least the living wage, in addition to the minimum wage. We will also appropriately manage working hours and work to rectify long working hours.

- **Appropriate Advertising and Marketing Activities**

We recognize the impact of our advertising and marketing activities on human rights and will strive to conduct appropriate advertising and marketing activities.

3. Human Rights Due Diligence

Based on the "United Nations Guiding Principles on Business and Human Rights," we will implement human rights due diligence and work to mitigate negative impacts on human rights caused by our business activities. We will also disclose the progress of our efforts.

4. Awareness Raising and Education

We will continuously conduct awareness-raising and education for our employees and officers to ensure that our business activities are carried out in accordance with this Policy. We will also request our business partners involved in our business activities to understand this Policy.

5. Grievance Mechanism

We will establish a grievance mechanism to receive and address complaints and consultations from stakeholders who have suffered human rights violations in connection with our business activities and will strive to provide remedies.

6. Scope of Application

This Policy applies to all employees and officers of LOTTE CO., LTD. and its consolidated subsidiaries. We also request our business partners involved in our business activities to understand this Policy.

7. Promotion System

The Executive Officer in charge of the Sustainability Promotion Department of LOTTE CO., LTD. will serve as the Executive Officer responsible for promoting initiatives related to respect for human rights based on this Policy.

Revised on May 21, 2025

Established on April 18, 2018

LOTTE CO., LTD.