Proya Cosmetics Co., Ltd.
Living Wage Commitment

1. Introduction

Proya Cosmetics Co., Ltd. (hereinafter referred to as “Proya” or “the Company”) implements positive management of wages to ensure that employees’ salaries can cover their basic personal and family living needs.

2. Scope of the Policy

The policy applies to Proya and its subsidiaries and branches included in its consolidated financial statements. It covers the Company's production and operations, products and services, etc. Furthermore, the Company requires suppliers, service providers, contractors, and other key business partners to actively comply with the policy or equivalent policy requirements.

3. Responsibility

ESG Management Committee: Oversee the Company's compensation policy and structure to ensure fair and reasonable salary levels for employees.

Human Resources Department: Formulate the Company's compensation policy and ensure that employees' salaries cover their basic living needs.

4. Commitment

Living wage refers to the wage standard that can meet or exceed the basic living needs of employees and their families, covering necessary expenses such as food, housing, clothing, medical care, transportation, and education (excluding bonuses and overtime pay).

The Company promises to provide every employee with a decent wage or income to improve their standard of living. At the same time, the Company calls on suppliers and other partners to take measures to ensure that their employees receive a fair living wage.

5. Others

The policy is formulated and interpreted by the ESG Management Committee under the Strategic Committee of the Board of Directors.

Any matters not covered by the policy shall be handled in accordance with relevant laws, regulations, rules, and normative documents.

The policy shall come into effect from the date of approval by the Board of Directors, and its applicability shall be evaluated every three years or in the event of fundamental changes.