



CompoSecure Human Rights Statement

At CompoSecure, we know that the talent of our team members is our most valuable asset and the strength of our organization comes from our people. We are committed to upholding and promoting human rights in all aspects of our operations. We believe in the inherent dignity and equal rights of every individual, and we recognize our responsibility to respect and protect these rights. Our commitment extends to our employees, customers, suppliers, and the communities in which we operate. As a publicly traded company, we provide oversight of these activities through our [Board of Directors](#) and our senior leadership team. CompoSecure's Board and senior management has reviewed and approved this policy.

CompoSecure respects the human rights of all people as reflected in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organizations Declaration of Fundamental Principles and Rights at Work. We are committed to making sure we are not complicit in any Human Rights violations, and we partner with our suppliers and other business partners with an expectation that they will hold to the same standards.

We strive to align our approach and actions with the UN Guiding Principles on Business and Human Rights and the Principles of the United Nations Global Compact. We comply with applicable local laws and regulations wherever we do business.

Key Principles:

Equality and Non-Discrimination:

We support an inclusive and diverse workplace where all employees are treated with respect and dignity, irrespective of their race, color, religion, gender, sexual orientation, gender identity, age, disability, or any other characteristic protected by applicable laws. We are focused on providing an environment that fosters equal opportunity, equal remuneration, without discrimination and without harassment.

Labor Rights/Safe Workplace:

We support the rights of workers, including the right to fair wages, reasonable working hours, and a safe working environment. CompoSecure's numerous protocols including security access badges, emergency action plans, and the prohibition of weapons in the workplace are all designed to enhance worker safety. CompoSecure also cares about the mental health of our employees and provides an employee assistance program to all employees. We do not condone forced labor of any kind including child labor, human trafficking, and modern slavery within our operations and throughout our supply chain. We understand the global obstacles confronting women, such as discrimination, barriers to education and training, and insufficient legal protections for their rights. We stand behind women's rights and economic empowerment, including support for equal pay.

Environmental Responsibility:

Acknowledging the interconnectedness of human rights and the environment, we strive to conduct our business in an environmentally sustainable manner, minimizing our ecological footprint and contributing to a healthier planet for current and future generations.

Community Engagement:

We actively engage with the communities in which we operate, seeking to understand and support their social and economic needs. We respect local cultures and customs in our workforce, our operations and the communities in which we operate.

Supply Chain Responsibility:

We require our supply chain partners to adhere to a supplier code of conduct that sets forth standards for fair, safe, and healthy working conditions for personnel throughout the value chain, as well as best practices for environmental responsibility. The social requirements and guidelines are based on best practices created by the Fair Labor Association (FLA) and the International Labor Organization.

Training:

Our policies are communicated regularly to all employees through training programs that include code of conduct, ethics, anti-harassment, and diversity, inclusion & equity. You can find CompoSecure policies including our Code of Business Conduct and Ethics, Corporate Governance Guidelines, and our Supplier Code of Conduct [on our investor relations website](#).

Reporting Violations & Anti-Retaliation Policy:

CompoSecure believes that it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment. If any employee, contractor, vendor, or other stakeholder believes that someone is violating our policies and/or the law, they are encouraged to report it immediately to their manager, Human Resources, or through the Company's anonymous [Ethics Hotline](#) that is operated by an independent third-party and is available 24

hours a day, 7 days a week in multiple languages. Retaliation against an employee for reporting an issue in good faith is prohibited by CompoSecure.

Looking Ahead

This Human Rights Statement is a living document that reflects our ongoing commitment to respecting and promoting human rights. We understand that this commitment requires continuous effort and adaptation to evolving standards, and we welcome feedback from our stakeholders to help us improve.

CompoSecure remains dedicated to making a positive impact on the world, and we encourage others in our industry to join us in this important endeavor.

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