



Diversity, Equity, and Inclusion Policy

Leading A Sustainable Future With Green Cable Solutions

Diversity, Equity, and Inclusion Policy

I. Overview

1. Purpose of Establishment

This policy aims to realize the LS Partnership management philosophy, which seeks to create 'Greater Value Together, and improve diversity, equity, and inclusion (DE&I) for all members of LS Cable & System and its subsidiaries. It also aims to prevent workplace harassment and discrimination based on gender or sexual orientation and to create a healthy working environment where all employees can maximize their potential.

2. Scope of Application

This policy applies to all members of LS Cable & System. It is recommended that subsidiaries, partners, and contractors who engage in business with LS Cable & System comply with this policy or policies of an equivalent standard. However, in cases where this policy conflicts with the local laws of a country, local laws will take precedence.

II. Basic Principles

(1) Diversity and Inclusion

Diversity refers to the respect for the unique characteristics of individuals, including culture, gender, nationality, race, ethnicity, religion or belief, social and economic background, and abilities. Inclusion means creating an environment where all members of the organization feel a sense of belonging and are empowered to participate fully in the workplace, maximizing their potential. Specifically, the following principles shall be adhered to in order to achieve these goals:

- Respect cultural differences and maintain an inclusive work environment
- Create an environment where all members can contribute to the company's success by utilizing their skills, experience, and knowledge in the workplace
- Provide employees with the time, space, and methods needed to perform their tasks effectively, supporting them in achieving their individual visions
- Foster a corporate culture that promotes open communication, mutual respect, and collaboration
- Ensure that individuals with physical or mental disabilities are not disadvantaged in performing their duties and provide accommodations and assistance where necessary

- Recognize and value the talents of all generations, and promote an environment where individuals of different backgrounds, cultures, and nationalities can work together
- Establish a work environment that encourages all employees, regardless of marital status, gender, age, or family relationships, to collaborate harmoniously
- Implement a promotion system based on merit and performance
- Ensure that recruitment, promotion, and training processes are free from discrimination and bias

(2) Equity

Equity refers to providing equal opportunities in promotion, hiring, and training, ensuring that all employees can maximize their potential. The following principles must be observed to achieve this goal:

- ① Discrimination based on race, nationality, gender, age, educational background, religion, region, disability, marital status, or gender identity, unrelated to ability, is not tolerated.
- ② The principle of gender equality must be adhered to within the company, its affiliates, and suppliers:
 - Ensure that female employees are not subjected to unfair discrimination due to pregnancy, childbirth, or childcare.
 - Individual growth within the workplace must not be hindered by gender.
 - The same working conditions must be provided for the same work and for work of equal value.
 - A fair evaluation based on individual capability and performance must be conducted, and appropriate rewards must be systematically provided.
 - Equal opportunities for employment must be provided to those who meet the job qualifications and competencies, and individuals must be treated without bias based on social or cultural background or education.

Name	Diversity, Equity, and Inclusion Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HR Planning Team	Managing Department	ESG Management Team

Appendix

Policy	Reference
Diversity, Equity, and Inclusion Policy	<ul style="list-style-type: none">• GRI, Standards 405-Diversity and Equal Opportunity(2016)• ISO 30415:2021 Human Resource Management
Common	<ul style="list-style-type: none">• OECD Guidelines for Multinational Enterprises on Responsible Business Conduct