1. Purpose

1.1 In order for Hyosung (hereinafter referred to as the "Company") to develop into a sustainable company that fulfills its social responsibilities while engaging in business-related activities, the purpose of this document is to establish an organizational culture in which talented individuals from diverse backgrounds can express their creativity, immerse themselves in their work, pursue innovation, and achieve high performance, as well as contribute to the evolution of our society towards one that is more accepting of diversity and inclusion.

1.2 This Policy shall serve as an annex to the Human Rights Policy of Hyosung Group. The Company shall not unreasonably discriminate against employees on the basis of their gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, or social status. In addition, the Company shall strive to create working conditions that allow employees from diverse backgrounds to achieve their values within the organization.

2. Definition of Terms

2.1 The term "diversity" refers to the value of acknowledging and respecting differences in gender, nationality, physical condition, economic condition, social condition, belief, ideology, value, behavior pattern, culture, religion, etc.

2.2 The term "inclusiveness" implies that all members of a group feel a sense of belonging and embrace one another so that they can feel secure by recognizing each other's differences.

2.3 The definitions of terms not listed above are as described in the Human Rights Policy of Hyosung Group.

3. Scope of Application

3.1 This Policy applies to all employees within the Company's financial consolidation scope, which includes the Company's headquarters, domestic and overseas production and sales corporations and branches, and subsidiaries.

3.2 Even when interacting with business partners, agencies, and outsourcing partners, employees shall encourage compliance with this Policy.

3.3 However, if the recommended actions in this Policy conflict with the laws of the relevant country, the laws of the country in question shall take precedence.

4. General Principles

4.1 The Company shall acknowledge the importance and necessity of diversity and inclusion from a business perspective and shall not discriminate against applicants, employees, or third parties on the basis of gender, religion, disability, age, social status, national origin, ethnicity, physical conditions such as appearance, marital status, family type or status, race, color, ideology or political opinion, sexual orientation, or medical history.

4.2 The Company shall conduct training and other activities to help all of its employees recognize and embrace diversity by illuminating their unconscious biases and altering their perspectives.

4.3 The Company shall strive to cultivate an inclusive corporate culture in which all employees are valued and respected, present themselves with self-assurance, and shall actively encourage employees' development and practice of skills for diversity and inclusion.

4.4 The Company, as a community member, shall embrace the socially disadvantaged and actively provide them assistance to share hope.

5. Scope of Diversity and Inclusion Management

5.1 Governance

The Company shall strive to establish the following standards for bolstering diversity and expertise so that the Board of Directors can make significant decisions while taking into account the interests of diverse stakeholders.

- Gender: Securing at least 20% of female candidates among all outside director candidates in order to increase gender diversity on the Board of Directors
- Nationality: Establishment of a governance structure that meets global standards by

identifying outside director candidates from diverse cultures, environments, and lifestyles

- Career: Taking industry experience into account, but avoiding bias based on specific backgrounds and ties
- Other: Complete elimination of exclusion based on other categories of diversity, such as race, religion, and ethnicity, and portraying diversity from an inclusive standpoint

5.2 Fostering and securing talent

(1) The Company shall acknowledge that embracing diverse talents is essential to the Company's sustainability and take into account gender, race, ethnicity, nationality, cultural background, and age, while simultaneously endeavoring to develop a plan to provide sufficient opportunities for the socially disadvantaged.

(2) When necessary, the Company shall collaborate with other businesses, educational institutions, and non-profit organizations to eschew traditional hiring practices and seek innovative new approaches to cultivate and secure a diverse talent pool.

5.3 Talent development and retention

(1) The Company shall strive to provide a decent and equitable workplace for talented individuals from diverse backgrounds.

(2) By accepting differences based on inclusiveness, the Company shall actively support and strive to create an internal community (Employee Resource Group) where diverse employees can collaborate to pursue innovation, foster a safe and inclusive culture, develop personal growth and professional capabilities, and generate business outcomes.

5.4 Education and performance disclosure

(1) The Company shall recognize the importance of diversity and inclusion as a member of the business and the global society, and shall offer educational programs to help employees recognize their unconscious biases that undermine diversity and behaviors that undermine an inclusive environment.

(2) The Company shall strive to disclose its practices and indicators in a transparent manner

through sustainability reports and other channels, in an effort to build a culture of diversity and inclusion.

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