LS ELECTRIC Diversity, Equity, and Inclusion Policy

1. Overview

A. Purpose

Guided by the LS Partnership management philosophy, which pursues sustainable growth alongside customers, shareholders, and society, LS ELECTRIC establishes this Diversity, Equity, and Inclusion Policy (the "DEI Policy"). This Policy aims to foster an organizational culture that respects the diverse backgrounds and characteristics of all employees, including gender, race, religion, disability, and gender identity, and to contribute to a more inclusive society.

B. Scope of Application

This Policy applies to all executives and employees of LS ELECTRIC, including permanent and non-permanent employees, as well as to executives and employees of its domestic and overseas manufacturing and sales subsidiaries, their subsidiaries, overseas branches, and joint ventures.

Where this Policy conflicts with applicable local laws and regulations, such laws and regulations shall prevail. This Policy may be revised to reflect the legal requirements and industry characteristics of the relevant country, and supplementary policies may be established where necessary. Unless otherwise required by applicable local laws, articles of incorporation, or internal regulations, all individuals covered by this Policy shall perform their duties in accordance with its provisions.

2. Basic Principles

LS ELECTRIC integrates the principles of Diversity, Equity, and Inclusion (DEI) into its business activities to prevent workplace bullying, sexual harassment, and other forms of inhumane treatment. We are committed to ensuring that all employees are respected, feel a sense of belonging, and have opportunities to grow.

LS ELECTRIC prohibits discrimination in employment-related matters—including recruitment, hiring, promotion, training, compensation, and benefits—on the basis of gender, race, ethnicity, nationality, religion, disability, age, family status, social status, or political opinion.

(1) Diversity and Inclusion

Diversity means respecting the diverse backgrounds and characteristics of employees, including gender, race, ethnicity, nationality, religion, disability, age, family status, social status, and political opinion. Inclusion means fostering an environment in which employees from diverse backgrounds are respected, feel a sense of belonging, and can fully demonstrate their capabilities. To promote diversity and foster an inclusive organizational culture, LS ELECTRIC adheres to the

following principles:

○ We recognize that diversity in culture, generation, nationality, expertise, experience, and work style drives organizational innovation and sustainability.

○ We seek to attract talent from diverse cultural backgrounds, including different races, ethnicities, and nationalities, and create an environment in which all employees can fully demonstrate their capabilities. We also strive to create a work environment that respects employees' diverse family circumstances.

○ We treat one another without discrimination or prejudice based on gender, race, age, or social and cultural background, recognizing that our workplace brings together people with diverse backgrounds.

○ We endeavor to expand employment opportunities for persons with disabilities and create a work environment that accommodates physical and mental disabilities. We do not marginalize or exclude employees on the basis of disability.

○ We foster an inclusive organizational culture by establishing internal communities, such as Employee Resource Groups (ERGs), where employees can communicate openly and respectfully and resolve conflicts regardless of gender, age, or other personal characteristics.

(2) Equity

Equity means providing employees with the support necessary to ensure substantive equality of opportunity and remove structural barriers. To promote equity, LS ELECTRIC adheres to the following principles:

○ Throughout all human resources processes, including recruitment, evaluation, compensation, and promotion, we work to eliminate subjective bias and unjustified discriminatory factors. Employees are treated fairly based on their capabilities and performance, rather than characteristics unrelated to their abilities, such as gender, age, or disability.

○ We uphold the principle of equal pay for work of equal value and provide equal opportunities to prevent unjustified pay gaps or disadvantages in promotion based on gender, gender identity, disability status, nationality, ethnicity, or race.

○ We provide equitable access to training and support programs that help employees develop their capabilities.

○ We guarantee leave related to pregnancy, childbirth, and childcare, and encourage flexible working arrangements in terms of working hours, location, and work methods in consideration of diverse family circumstances.

3. Prohibition of Workplace Bullying and Sexual Harassment

○ LS ELECTRIC prohibits workplace bullying and related conduct, including physical or psychological harassment, verbal abuse, ostracism, work-related bullying, and other forms of personal harassment.

○ LS ELECTRIC prevents unfair treatment based on gender in employment-related matters, including hiring, promotion, training, and compensation; provides training to prevent workplace sexual harassment; and protects the rights of affected individuals.

○ LS ELECTRIC prohibits sexually inappropriate remarks or conduct, sexual solicitations, the sharing of sexual images or messages, conduct that causes sexual humiliation or aversion, and any adverse treatment or expression of intent to provide benefits on the grounds that an individual refuses sexual demands.

○ Managers and responsible departments who become aware of workplace discrimination, bullying, or sexual harassment must promptly take necessary protective measures and follow the applicable reporting procedures. Retaliation against affected individuals or those who cooperate in an investigation is prohibited.

○ Where a violation is confirmed, LS ELECTRIC will take appropriate measures in accordance with applicable laws and internal regulations. Such measures may include disciplinary action, training, separation of duties, reassignment, and actions to prevent recurrence.

4. Implementation Measures

○ The Representative Director and management shall provide direction and support to relevant organizations to ensure that DEI values are embedded throughout all business activities.

○ LS ELECTRIC monitors the implementation status and key performance of this Policy annually through its Sustainability Report and other relevant disclosures, and continuously improves this Policy and related systems in response to changes in domestic and international laws and regulations, global disclosure standards, stakeholder requirements, and societal expectations.

○ LS ELECTRIC will endeavor to ensure that the principles of non-discrimination, prohibition of harassment, diversity, equity, and inclusion are upheld throughout the Company, its affiliates, and its suppliers.

[References]

Category	Reference Standards
DEI and Policy Standards	- ISO 30415:2021 Human Resource Management - GRI Standards 405-Diversity and Equal Opportunity(2016)
Korean Laws and Internal Standards	- Labor Standards Act - Equal Employment Opportunity and Work-Family Balance Assistance Act - Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities