

Diversity and Inclusion Policy

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Chapter 1: Overview

Article 1 (Purpose)

This document aims to establish an organizational culture at Dongwon Metal Co., Ltd. (hereinafter, the "Company") where employees from diverse backgrounds can fully exercise their creativity and focus on their work, while the Company fulfills its social responsibilities and grows as a sustainable business. By fostering such a culture, the Company seeks to drive innovation, achieve high performance, and contribute to a society that respects diversity and inclusion.

Article 2 (Scope of Application)

This policy applies to all employees of the Company. The Company also encourages its business sites, employees, and partner companies to comply with this policy or a policy of equivalent standards. In cases where the recommendations of this policy conflict with local laws, the local laws shall take precedence.

Chapter 2: Basic Principles

The Company does not discriminate against employees on the basis of gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, or social status, without reasonable justification. Furthermore, the Company strives to provide working conditions in which employees from diverse backgrounds can realize their full potential.

Chapter 3: Key Management Areas of Diversity and Inclusion

Section 1: Governance

The Company seeks to establish standards for diversity and expertise to enable the Board of Directors to make informed decisions that consider the perspectives of various stakeholders.

1. (Gender)

No discrimination shall occur on the basis of gender in employment, promotion, training, compensation, or benefits.

2. (Nationality)

The Company respects the culture and values of employees from diverse national backgrounds and prohibits any related discrimination.

3. (Other Diversity Factors)

The Company strives to minimize exclusivity and actively incorporate diversity regarding race, religion, ethnicity, and other relevant factors.

Section 2: Talent Development and Acquisition

1. The Company recognizes diversity as a core element of its sustainability and strives to establish plans to provide sufficient opportunities for socially disadvantaged groups while considering diversity in gender, race, ethnicity, nationality, cultural background, and age.
2. The Company may adopt nontraditional hiring practices and collaborate with other companies, educational institutions, and non-profit organizations to nurture and secure talent pools based on diversity and creativity.

Section 3: Talent Development and Retention

1. The Company endeavors to ensure that employees from diverse backgrounds have fair and supportive working conditions.
2. By embracing differences based on inclusivity, the Company actively supports diverse employees in driving innovation, fostering a safe and inclusive culture, developing personal and professional competencies, and generating business outcomes.

Section 4: Education and Performance Disclosure

1. The Company recognizes the importance of diversity and inclusion in business and as a member of global society, and provides training to help employees identify unconscious biases and behaviors that undermine an inclusive environment.
2. The Company strives to embed diversity and inclusion into its corporate culture and transparently disclose progress and performance through channels such as sustainability reports.

Dongwon Metal Co., Ltd.

CEO Sungyong Park

[Revision History]

Version	Date Issued	Effective Date	Key Changes	Author
0	2024-02-08	2024-02-08	Initial Establishment	Department (or Team) responsible for Planning