

# Diversity and Inclusiveness Policy of Daehan Solution

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## [ Overview ]

### 1. Purpose of Enactment of D&I Policy

Daehan Solution has enacted the Diversity and Inclusiveness Policy in order to create the workplace in which all members are happy by developing inclusive organizational culture in which experiences and thoughts of individuals are respected. Daehan Solution does not discriminate for any reason including gender, religion, disability, age, social status, region of origin, country of origin, ethnicity of origin, body condition including appearance, marital status including married, unmarried, bereaved, remarried, de facto marriage, etc., pregnancy or childbirth, type of family or family situation, race, skin color, idea or political opinion, sexual orientation, academic background, medical history, etc. in personnel management including recruitment, promotion, education, compensation, etc., and will make various efforts in order to make organizational culture in which mutual differences are accepted and embraced.

### 2. Scope of Application of D&I Policy

This Policy shall apply to Daehan Solution and all domestic and overseas subsidiaries and affiliates and their employees (including officers and staff members, and temporary employees). Also, all interested parties including customers having any business relationship with this Company, subcontractors, community, etc. are recommended to understand and practice this Policy. Where the matters covered in this Policy are in conflict with the laws and regulations of any local country, the local laws and regulations shall be preferentially complied with, and unless there is any special clause in the laws and regulations of the relevant country or in the articles of incorporation or bylaws of the organization, all employees of Daehan Solution shall conduct their business in accordance with this Policy.

## [ Basic Principles ]

### 1. Gender

Daehan Solution will not discriminate in recruitment, employment, promotion, education, wage, welfare benefit, etc. by reason of gender, gender identity, sexual orientation, etc. and will make an equal work environment such as applying the zero-tolerance policy to the assailant of any workplace sexual harassment or sexual violence. Daehan Solution will also ensure that any employee will not be subject to unfair treatment or disadvantage due to pregnancy, childbirth and childcare.

## 2. Race, Nationality and Cultural Background

Daehan Solution will not conduct any act of distinction, exclusion, restriction or preference by reason of race, skin color, origin of family, ethnic group or tribe, nationality, cultural background, etc. In addition, Daehan Solution will create the working environment in which all employees can work in harmony without discrimination by prohibiting any slanders on races, jokes about races, offensive insults against race or skin color of any individual, and other verbal or physical behavior based on race or skin color.

## 3. Age

Daehan Solution will not discriminate in recruitment and employment, wage, welfare benefit, education and training, placement, transfer and promotion by reason of age without any reasonable ground. In addition, Daehan Solution will achieve harmony between generations by realizing horizontal organizational culture in which anybody can freely state his/her views and listens to the opinions of other persons.

## 4. Disability

Daehan Solution will not discriminate in employment and education to ensure realization of the dignity and value as a human being, and will prepare various measures to prevent occurrence of discrimination in access to and use of facilities, access to information and communication.

## 5. Prevention of Workplace Bullying

Daehan Solution will continuously implement education of employees to ensure that any workplace bullying that inflicts physical pain or mental distress to other workers or aggravating the working environment beyond the adequate scope in business, and where any incident of workplace bullying has occurred, it will take a decisive and prompt action to ensure that the human rights of the victim are not infringed.

# [ Application of D&I Policy ]

## 1. Employees

Daehan Solution will not discriminate in recruitment and employment, education and training, evaluation, promotion, placement and transfer, and compensation, regardless of gender, race, nationality, cultural background, age, etc., and will ensure that employees can make the most of their potential capability and creativity by encouraging horizontal communication and respecting culture.

## 2. Product

Daehan Solution will design and develop products after reflecting various internal and external opinions, and actively collect opinions on diversity issues occurring at the time of using products and reflect them in developing products.

## 3. Supply Chain and Community

Daehan Solution will identify, assess and improve risks to diversity and inclusiveness such as discrimination that may occur in subcontractors and supply chain. In addition, Daehan Solution will actively conduct social contribution and communication activities to ensure that the values of diversity and inclusiveness of Daehan Solution are spread to communities.

# [ Construction of D&I Management System ]

## 1. D&I Management System

Daehan Solution operates ESG Committee that sets medium and long-term D&I strategies and goals and makes a decision on important issues in order to develop D&I culture of Daehan Solution and spread its value, and a working group participated in by various departments for consultation on the direction of promoting D&I, development and spread of D&I program.

## 2. Assessment of Risk to D&I

Daehan Solution regularly assesses risks to D&I and prepares measures for improvement for the assessed risks, and sets up and implements specific action plans. Daehan Solution has constructed and operates the monitoring system that can continuously check whether the improvement measures for the deduced risks to D&I are being implemented properly.

## 3. Development of D&I Indicators

Daehan Solution develops and manages the indicators that can systematically evaluate the progress of D&I in the overall personnel management including the overall status of awareness and employment, education and training, evaluation, promotion, placement, compensation, etc. of employees.

## 4. Disclosure of Result

The working department for D&I of Daehan Solution may disclose the reports related to assessment of D&I and monitoring of implementation via the Company homepage, etc. Overseas corporations shall translate the reports into their local languages so that the local government, companies and business partners can verify them.