posco
포스코퓨처엠

다양성, 형평성, 포용성 정책
(Diversity, Equity, and Inclusion Policy)

Last revision on	**'25. 12. 01.**	**Enacted on**	**'23. 04. 28**
Rev.	**2**	**Document No.**	**-**
Managed by	**Human Resources and Corporate Culture Group**		
Reviewed by	**Head of Human Resources and Corporate Culture Group**		
Approved by	**CEO (Chairman of BOD)**		

Purpose

The purpose of this policy is to prevent discrimination, harassment, and sexual harassment in the workplace by improving diversity, equity, and inclusion for all officers/employees of POSCO FUTURE M and its all affiliates and to create a healthy working environment where officers/employees can reach their full potential.

Scope of Application

This policy applies to POSCO FUTURE M and its employees. It is recommended that all of POSCO FUTURE M's workplaces, investment corporations, employees, and business partners who engage in transactions with POSCO FUTURE M comply with this policy or a similar policy.

Code of Conduct

1. **Diversity and Inclusion**

"Diversity" means respecting the characteristics of each employee, including culture, gender, nationality, race, religion or belief, social and economic status, and abilities. "Inclusion" means enabling all officers/employees to carry out their duties with a sense of belonging to the organization for which they work so that they can reach their full potential. "Diversity and inclusion" means creating a work environment in which members of an organization respect one another without unreasonably discriminate against others. Particularly, diversity can be achieved by doing the following:

- Respect cultural diversity and maintain an inclusive work environment;
- Create an environment in which all officers/employees can contribute to the company's business operations by utilizing their abilities, experiences, and knowledge to the fullest;

- Support officers/employees to achieve their personal goals and allow them to work flexibly in terms of time, place, and method;

- Remove barriers to communication between organizations and pursue an open corporate culture that promotes open communication and mutual cooperation;

- Provide diverse networking groups where officers/employees can interact with one another;

- Recognize that some officers/employees may have difficulties in working due to physical or mental disabilities and do not alienate or exclude them from the company on the ground of their disabilities;

- Recognize that the company is a place where officers/employees from different generations, with different abilities, backgrounds, nationalities, and races, gather together and work together;

- Create an environment in which all officers/employees with different family relationships such as marital status, divorce status, and children can coexist;

- Introduce a performance-based promotion system; and

- When artificial intelligence ("AI") is used in the hiring, HR management, and training process, avoid using algorithms that may fuel prejudice against specific groups and be careful not to produce any discriminatory results.

2. Equity

"Equity" means providing equal opportunities in promotion, recruitment, and education so that officers/employees can reach their full potential. Particularly, equality can be achieved by doing the following:

- Do not discriminate against anyone on the ground of race, nationality, gender, age, educational background, religion, region, disability, marital status, or gender identity, which is irrelevant to his/her ability;

- Ensure that the company, affiliates, suppliers, and contractors comply with the principle of gender equality;

  · Devise and implement a plan that can effectively promote equality in departments with disproportionate gender representation so that they can achieve a reasonable gender balance;

  · Analyze the gender wage gap and disclose the results every year;

  · Devise and implement a plan to promote gender balance of the company's decision-making body;

- Ensure that female officers/employees are not discriminated against based on pregnancy, childbirth, and child rearing;
- Ensure that in no event is an employee's personal and career development impeded because of his/her gender;
- Provide equal working environment for equal work and work of equal value;
- Fairly evaluate officers/employees' individual capabilities and performance and systematically reflect the evaluation results to provide appropriate compensation;
- Ensure that equal employment opportunities are provided to those with appropriate qualifications and abilities;
- Treat others without prejudice based on social, cultural, or educational background; and

3. Anti-workplace Harassment

- The following activities which take advantage of his/her position or relationship at work to cause physical or mental distress to another employee or cause harm to the work environment beyond the appropriate scope of workplace interactions shall be prohibited:
  - Physical Harassment;
  - Mental Harassment;
  - Work-related harassment; and
  - Personal Harassment.

4. Anti-sexual Harassment

- Officers/employees are prohibited from the following: abusing their position and/or workplace context to make sexual remarks/gestures or request sexual favors and thereby making others feel sexual humiliation, disgust, etc.; penalizing a person in terms of his/her employment on the ground that he/she refuses to respond to sexual remarks/gestures or to requests for sexual favors; expressing intention to give benefits to a person on the condition that the person responds to sexual remarks/gestures or accepts requests for sexual favors.

Action Plan

1. **Improve diversity, equity, and inclusion; provide regular training to prevent discrimination, harassment, and sexual harassment in the workplace; and take necessary precautions.**
2. **The executive management or the board of directors shall install a dedicated department responsible for monitoring implementation of this policy, receiving reports of violations, providing counselling, conducting investigations, and handling such reports. In particular, the responsible department should operate a separate team dedicated to provide counseling and reporting services regarding sexual harassment.**
3. **Anyone who becomes aware of a violation of this policy shall report to the responsible department in person, by mail, by phone, or by email. The responsible department shall establish and operate appropriate reporting systems.**
4. **When the responsible department becomes aware of a violation of this policy, it shall investigate the violation and, depending on the results of the investigation, take necessary measures, such as disciplinary action, transferring the offending party to another department, or providing training to prevent recurrence.**
5. **Victims and allies shall not be subjected to disadvantages in employment or other discriminatory treatment and information related to victims' cases shall be kept strictly confidential, except as necessary for investigating or handling the case.**