

Diversity, Equity & Inclusion (DE&I) Policy

NEXEN TIRE fosters an organizational culture that values diversity, respect, and fairness, ensuring that individuals are not subject to discrimination based on their differences and are provided equal opportunities. The company actively promotes an inclusive culture characterized by mutual understanding, respect, and trust among its members.

NEXEN TIRE strictly adheres to Diversity, Equity & Inclusion (DE&I) policies, which unequivocally prohibit discrimination based on gender, nationality, disability status, and other relevant factors. The company is dedicated to establishing a work environment where every employee is treated with utmost respect and dignity.

This DE&I policy extends to all employees of NEXEN TIRE, including those at the corporate headquarters, domestic and international production facilities, and sales subsidiaries, as well as all stakeholders such as customers, business partners, and local communities. However, in situations where local regulations diverge from this policy, local laws and regulations will take precedence.

Policy Principles

1. Organizational Culture of Respect for 'Diversity'

- We shall respect the uniqueness of individuals based on characteristics, preferences, and choices, such as gender, disability, race, and nationality, and values the diversity among its members.
- We shall seek to enhance diversity by fostering empathy and understanding among its members, thereby securing the sustainability of the company.

2. Organizational Culture of 'Equity' Principle

- We shall prioritize procedural equity rather than just focusing on outcome-based equity and have established personnel management based on this principle.
- We shall select outstanding individuals without discrimination based on gender, race, nationality, or other factors, and will provide equal opportunities for promotion and compensation based on members' abilities and qualities.

3. Organizational Culture Based on 'Inclusion'

- We shall respect all our employees and fosters an environment that enables members to progress, evolve, and make meaningful contributions in a stable setting.
- We shall aim to create an inclusive work environment where members feel their contributions are valued and acknowledged.

Promoting Diversity, Equity, and Inclusion

Equity shall be regarded as the fundamental pillar underpinning a diverse workforce and an inclusive organizational culture, both of which are indispensable for the sustainable growth of our company. Furthermore, we will continue to improve the management system in order to establish an overall culture of diversity and inclusion in business operations by actively reflecting social changes.

1	Personnel Planning	2	Training & Mentoring	3	Performance Evaluation	4	Compensation
	<ul style="list-style-type: none"> Develop a mid- to long-term workforce management plan based on business strategies and the knowledge and skills of employees in response to internal and external environmental changes. Establish workforce planning that considers diversity in terms of gender, nationality, age, etc., for future considerations. 		<ul style="list-style-type: none"> Provide support for enhancing the capabilities of employees through education and mentoring programs, focusing on their knowledge and skills. Develop training programs considering diversity and inclusivity. Provide tailored education to meet individual needs and foster a culture of self-directed learning. 		<ul style="list-style-type: none"> Set organizational and individual goals and strive to achieve them. Ensure fair performance evaluations, avoiding biases or disadvantages based on gender, nationality, age, etc. Respect diversity in the performance management process by ensuring that no discriminatory practices are used to evaluating members' achievements. 		<ul style="list-style-type: none"> Implement and maintain a transparent reward system that ensures equal treatment and no disadvantages based on gender, nationality, age, or other criteria. Establish channels to address any discriminatory factors that may arise in employee compensation that conflict with diverse values.

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Establishment & Revision Department	Human Resources Team	Management Department	ESG Team