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Notice

The ESG policy of Yura Corporation has been established based on the laws of the Republic of Korea, where the headquarters is located, and overseas subsidiaries operate in compliance with the headquarters' policy.

The key leadership of overseas subsidiaries aims to carry out their duties based on the laws of the Republic of Korea and the ESG policy of the headquarters. However, in cases where Korean laws or the headquarters' ESG policy conflict with local laws of the overseas subsidiaries, the local laws shall take precedence.

All laws mentioned in this policy are part of the legal framework of the Republic of Korea. However, if there are similar provisions in the local laws of the overseas subsidiaries, such local legal provisions shall take priority. In the event of any discrepancies in interpretation between the Korean and English versions, the Korean original shall be considered the official interpretation.

Certain departments specified in this policy may only exist at the headquarters. Nevertheless, in the case of overseas subsidiaries, departments that perform the same functions as those at the headquarters, departments delegated with authority from the headquarters, or the relevant headquarters departments responsible for such functions shall apply as the standard.


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Revision History

Version	Revision Date	Revision Details
1	23.03.02	Initial Establishment

2023. 03. 02

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1. Overview

A. Purpose of Establishing the D&I Policy

YURA has established the Diversity & Inclusion Policy (hereinafter referred to as the "D&I Policy") to create an organizational culture where employees with diverse backgrounds can demonstrate creativity and take on challenges, while also contributing to the transition towards an inclusive society. The Company is committed to eliminating discrimination based on gender, faith, race, ethnicity, nationality, religion, disability, age, family status (including marital status), social status, political views, pregnancy, or childbirth, and it ensures that all employees can work in an inclusive environment. Furthermore, YURA will extend its commitment to diversity and inclusion beyond its internal organization to encompass all stakeholders, including its affiliates, overseas subsidiaries, suppliers, customers, business partners, and local communities.

B. Scope of Application


This policy applies to all employees of YURA, including those at the headquarters, domestic and overseas production subsidiaries, and affiliates. Moreover, the scope of this policy extends to all stakeholders impacted by our business operations, including customers, business partners, and local communities. If this policy conflicts with local laws, local laws shall take precedence. Unless specific provisions exist in the statutes or regulations of a given country, all employees must comply with this policy.

C. Management System

YURA establishes internal systems necessary for implementing the fundamental principles of this policy, regularly assessing and improving the status of diversity and inclusion, and sufficiently sharing the results with stakeholders. Additionally, the Company will establish and implement a diversity and inclusion management framework, continuously improving the system to promptly reflect evolving social trends and environmental changes, ensuring that a culture of diversity and inclusion is embedded throughout all business activities.

2. Fundamental Principles

YURA prohibits discrimination in recruitment, hiring, promotion, training, wages, and benefits based on gender, faith, race, ethnicity, nationality, education, religion, disability, age, family status (including marital status), social status, political views, place of origin, pregnancy, or childbirth. The Company ensures equal opportunities based on competence.

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Article 1. Gender

YURA treats all employees and stakeholders equally, regardless of gender, gender identity, or sexual orientation, and enforces a zero-tolerance policy against perpetrators of sexual harassment and sexual violence. Furthermore, the Company actively prevents unfair treatment and disadvantages related to pregnancy, childbirth, and childcare while implementing policies that support both men and women in achieving a work-life balance.

1. No discrimination in employment, promotion, training, wages, or benefits based on gender.
2. Guaranteed leave for pregnancy, childbirth, and childcare without gender-based discrimination.
3. Regular training on sexual harassment prevention and gender equality, with protection of victim rights.

Article 2. Race, Nationality, and Cultural Background

YURA does not discriminate against employees based on ethnicity, race, nationality, place of origin, or religion without reasonable grounds. As long as it does not infringe on the rights of others, the Company encourages the active expression of opinions and open communication from minority groups, including foreign nationals, immigrants, overseas Koreans, multicultural families. Additionally, YURA supports cultural, language, and competency development programs to enhance the job performance and capabilities of minority employees.

1. The Company respects the diverse cultures, values, and religions of its employees and does not tolerate discrimination based on these factors.
2. YURA promotes cultural integration among employees by providing language and cultural education and opportunities for mutual communication.
3. The Company encourages interaction and networking activities among employees and stakeholders from diverse backgrounds through Employee Resource Groups.


Article 3. Age

Regardless of age, YURA employees respect individual dignity and value open communication. The Company strives to build an organizational culture that mitigates generational conflicts and fosters collaboration. Employees are free to express their opinions, and a culture of active listening is encouraged to enhance productivity, efficiency, and creativity. In particular, YURA does not allow unnecessary hierarchical enforcement based on age, nor does it permit unwarranted interference in work.

1. Employees shall engage in work with mutual respect and foster a horizontal and inclusive workplace culture.
2. The Company ensures that no one is discriminated against based on age and promotes an organizational culture that encourages active communication.
3. Employees shall not impose unnecessary hierarchical structures or infringe on personal space or privacy based on age.

Article 4. Disability

YURA does not discriminate against employees based on disability or medical conditions without reasonable grounds. The Company strives to create an environment where employees with disabilities or illnesses can work

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without inconvenience. Beyond physical accommodations, YURA actively promotes training programs and awareness campaigns to eliminate invisible barriers and discrimination.

1. Discrimination and harassment based on disability or illness are strictly prohibited.
2. The Company provides necessary equipment to ensure that employees with disabilities can perform their tasks without restrictions.
3. YURA is committed to building an accessible work environment that considers the needs of employees with disabilities.

Article 5. Veterans

YURA honors veterans, including those who have served their country or contributed to national independence, and their families throughout the recruitment process. To support veterans in maintaining a stable life, the Company promotes initiatives such as educational and employment programs, financial stability assistance, and welfare improvement programs as part of its corporate social responsibility efforts.

1. The Company encourages employment policies that give preference to veterans, including national merit awardees and independence activists, and their families.
2. YURA is committed to enhancing the welfare and financial stability of veterans as part of its contribution to the local community.


3. Management

YURA recognizes that a corporate culture that respects diversity, upholds individual dignity and value, and improves both mental and material quality of life serves as the foundation for sustainable growth. The Company is committed to respecting and supporting the creativity and potential of all employees, regardless of gender, faith, race, ethnicity, nationality, religion, social status, or age. Furthermore, YURA aims to leverage the creativity and potential of a diverse workforce to strengthen its global business competitiveness.

A. Workforce Planning

YURA establishes mid- to long-term workforce operation plans based on changes in the internal and external environment, business strategy, and employees' knowledge and capabilities. Moving forward, the Company will review workforce planning while considering diversity factors such as gender, race, ethnicity, nationality, cultural background, and age, along with the dignity of individuals.

- YURA recognizes that embracing employees from diverse backgrounds and respecting individual dignity and value are key drivers of corporate value enhancement. the Company will strive to ensure that underrepresented groups receive sufficient opportunities in recruitment and job placement processes.
- The Company will analyze the impact of workforce diversity on corporate value and establish workforce operation plans to ensure that talents needed for business activities emphasizing diversity can be effectively

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B. Training and Mentoring

YURA supports the enhancement of employees' competencies, including knowledge and skills, through education and capacity-building initiatives. Moving forward, the Company will develop training programs that consider diversity and inclusion, ensuring that all employees have equal opportunities to participate in educational programs.

- The Company will assess the training needs of employees from diverse backgrounds and develop programs that allow for broad participation, ensuring that there are no limitations on access to education.
- YURA will assess whether these training initiatives effectively improve employee satisfaction, knowledge, and skills, contributing to overall corporate value.

C. Performance Evaluation


YURA has continuously strived to achieve not only individual employee goals but also the mission, vision, and management objectives of the Company through its performance evaluation system. Moving forward, the Company will establish a performance evaluation framework to ensure that biases and disadvantages related to diversity do not occur in the evaluation process.

- The Company will inspect and manage the employee performance evaluation process to ensure that individual performance goals are set objectively and fairly, without discrimination based on diversity factors.
- Through objective and fair performance evaluation criteria, the Company will prevent biases and disadvantages in evaluation results based on gender, race, ethnicity, nationality, cultural background, or age.
- the Company will respect diversity factors in the employee performance management process and ensure that no discrimination occurs when employees express opinions related to performance evaluation outcomes.

D. Compensation

YURA manages its compensation system to ensure that there is no disparity or disadvantage based on gender, race, ethnicity, nationality, cultural background, or age. Moving forward, the Company will establish a reasonable and transparent compensation system.

- The Company will operate compensation policies, payment standards, and procedures to ensure that differences such as gender and nationality do not result in discrimination in compensation.
- If any discriminatory factors against diversity arise in employee compensation, the Company will establish a communication channel for adjustment, resolution, and discussion.

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4. Appendix

A. References

- ① ILO, Promoting Diversity and Inclusion through Workplace Adjustment – Practical Guide (2016)
- ② ISO, ISO30415:2021 Human Resource Management – Diversity and Inclusion (2021)
- ③ S&P Global, CSA Companion – Workforce Breakdown (2021)
- ④ The Centre for Global Inclusion, Global Diversity, Equity & Inclusion Benchmarks (2021)
- ⑤ UNDP, Gender Diversity and Inclusion for a Fair Business Environment (2021)
- ⑥ UNHCR, Policy on Age, Gender and Diversity (2018)
- ⑦ UNDSG Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all (2016)
- ⑧ WEF, Measuring Stakeholder Capitalism – Diversity & Inclusion (2020)
- ⑨ GRI, Standards 405 – Diversity and Equal Opportunity (2016)

B. Supplementary Provisions

- ① This Diversity & Inclusion Policy was enacted and made publicly available on March 2, 2023.