

LG Energy Solution's Diversity, Equity and Inclusion Policy

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Our Commitment to Diversity, Equity and Inclusion

LG Energy Solution embraces the value of diversity, equity and inclusion that drives our sustainable future.

Our Diversity, Equity and Inclusion Policy sets out principles to foster and advance a culture that empowers our employees – the first and foremost customer. It enables us to practice 'people-oriented management' and 'customer-value creation' upholding 'LG Way.'

Our Principles

LG Energy Solution embeds diversity, equity and inclusion into its culture – where all individuals' diverse backgrounds, ideas and points of view are fully respected; all individuals are given equitable access, opportunity, resources, and power to thrive; all individuals feel included, connected and valued.

1. A company that respects 'diversity' of individuals

LG Energy Solution values the qualities and characteristics that distinguish individuals from one another, such as gender, disability, race, ethnicity, nationality and gender identity, among others. We do not tolerate any form of discrimination based on individuals' differences. We leverage the diversity of individuals, at all levels and across all operations, to drive innovation, foster creativity and thereby ensure sustainable business.

2. A company that implements 'equity'

LG Energy Solution insists on equity that ensures procedural fairness, not consequential fairness, based on which our human capital management operates. We ensure equity in every phase of employee engagement, including talent acquisition, retention and advancement. Equitable practices enable our members to bring their best talents and experiences to work.

3. A company that empowers individuals through ‘inclusion’

LG Energy Solution strives to unlock the true power of the diversity by creating environment where all individuals feel connected, valued and supported to thrive. Six major tasks on organizational culture are set to drive mindset and behavior changes of our members, and further to bring positive impacts across industries, communities, and society. Targeted areas of organizational culture include, but not limited to, effective report and meeting, flexible and autonomous working, horizontal workplace, positive culture, pleasant workplace, and sharing culture.

Our Approach

LG Energy Solution works to fulfill its commitment toward a sustainable future that is more diverse, equitable and inclusive across all global sites and for all our members. The principles and values outlined in this Policy are foundation to driving our *Sustainable Way* and charging toward a better future for all.