



安 裕 集 團
ANN JOO GROUP

DIVERSITY AND INCLUSION POLICY

(VERSION 1/2023)



1. PURPOSE

Ann Joo Group, consisting of Upstream Steel Division, Downstream Steel Division, and Green Technology Division, values and encourages diversity and inclusion of the people whom we work with in the workplace. Diversity and inclusion are closely aligned with our core values of integrity and humility, which guided our business and value chain operations.

- 1.1. We are committed to maintaining workplaces free from discrimination or harassment on grounds of gender, race, age, religion, indigeneity, sexual orientation, disability, social origin, and ethnicity. The basis of recruitment and hiring is qualifications, skills and experience. Every employee has an equal opportunity in terms of training and development. We provide our employees with fair working hours, fair treatment, fair compensation and benefits, and fair payment of wages.
- 1.2. We nurture a workplace environment that values and utilizes our employees' diverse backgrounds, experiences and ideas to develop the growth of Ann Joo Group and the harmony of the communities that we serve.
- 1.3. We cherish openness and respect for all, with zero tolerance for discrimination, victimization, threat, intimidation or harassment in workplace. We are committed to maintaining a workplace that is safe and secure for all of the employees.

This policy applies to all employees, directors, and business associates of Ann Joo Group.

We reserve the right to take necessary action should there be any non-compliance with this policy or any unfair treatment or unlawful discrimination.