BNK Financial Group

ESG Policy Book

Diversity & Inclusion Policy

BNK Financial Group

TOUCH
Your Heart, BNK

Contents

Diversity & Inclusion Policy 03
1. Objective 03
2. Application Scope 03
3. Basic Principles 03
4. Others 04

Diversity & Inclusion Policy

1. Objective

- BNK Financial Group has established diversity policies to create an inclusive society. BNK Financial Group promises not to discriminate against employees based on their gender, race, ethnicity, nationality, cultural background, disability, age, gender identity, political or religious beliefs, or social status. Furthermore, we will create a working environment where employees from various backgrounds can realize diversity and inclusion. In addition, we will strive to grow as a company that respects and incorporates the diversity and inclusion of customers, partners, local communities, and various stakeholders.

2. Application Scope

- This policy applies to all employees across the entire group, including subsidiaries and sub-subsidiaries.

3. Basic Principles

3.1 Principles of Diversity and Inclusion

- The BNK Financial Group acknowledges that embracing diverse talents is a factor that increases corporate value and provides fair opportunities without discrimination to minority groups in the process of human resource management including recruitment, employment, maintenance of employment status and promotions.

- The BNK Financial Group equally treats all employees and stakeholders regardless of gender, gender identity and sexual orientation, and adheres to a zero tolerance principle against perpetrators of sexual harassment and sexual violence.

- We operate a system that prevents unfair treatment and disadvantages due to family relations such as marital status, the presence of children, pregnancy, childbirth, and parenting. At the same time, this system shall allow both men and women to pursue the work-life balance.

- Without any rational reasons, we do not discriminate employees based on ethnicity, race, nationality, cultural background, religion, and values. As long as it does not infringe on the rights of others, we encourage the communication and expression of opinions from minority groups such as foreigners, immigrants, expatriates, multicultural families, and North Korean defectors.

- Employees will respect and communicate openly with each other regardless of age and will not impose unnecessary hierarchical orders or unnecessary interference in work based on age.

- Without any rational reasons, we do not discriminate employees based on disabilities or illness, and we strive to create a working environment where employees with disabilities or illness can work conveniently without any discomfort.

- We provide preferential treatment to veterans including men of national merit and independence patriots, and their families, as well as people with disabilities in the hiring process. In order to uphold the honorable lives of veterans who have contributed to the prosperity and security of the nation, we promote community activities such as offering educational and employment programs, supporting livelihood stability, and enhancing welfare improvement.

- We regularly conduct diversity training to enhance awareness of employees on diversity.

3.2 Principles of Fairness

- The BNK Financial Group provides equal employment opportunities to all applicants who have abilities to meet job qualification.

- We analyze and disclose gender wage differences annually.

- We provide the same working environment for identical jobs or jobs of equal value.

- We conduct fair evaluations based on individual employee's capabilities and performance, and systematically incorporate these evaluations to ensure fair compensation.

4. Others

4.1 Reference

- UN Guiding Principles on Business & Human Rights (UNGPs)
- Gender Diversity and Inclusion for a Fair Business Environment, UNDP
- UN Global Compact 10 Principles (UNGC)

4.2 Enactment and Revision History

- June 27, 2024. Policy enacted and implemented
- July 24, 2026. Approved by the ESG Committee

TOUCH
Your Heart, BNK