

Diversity

Management at LGE

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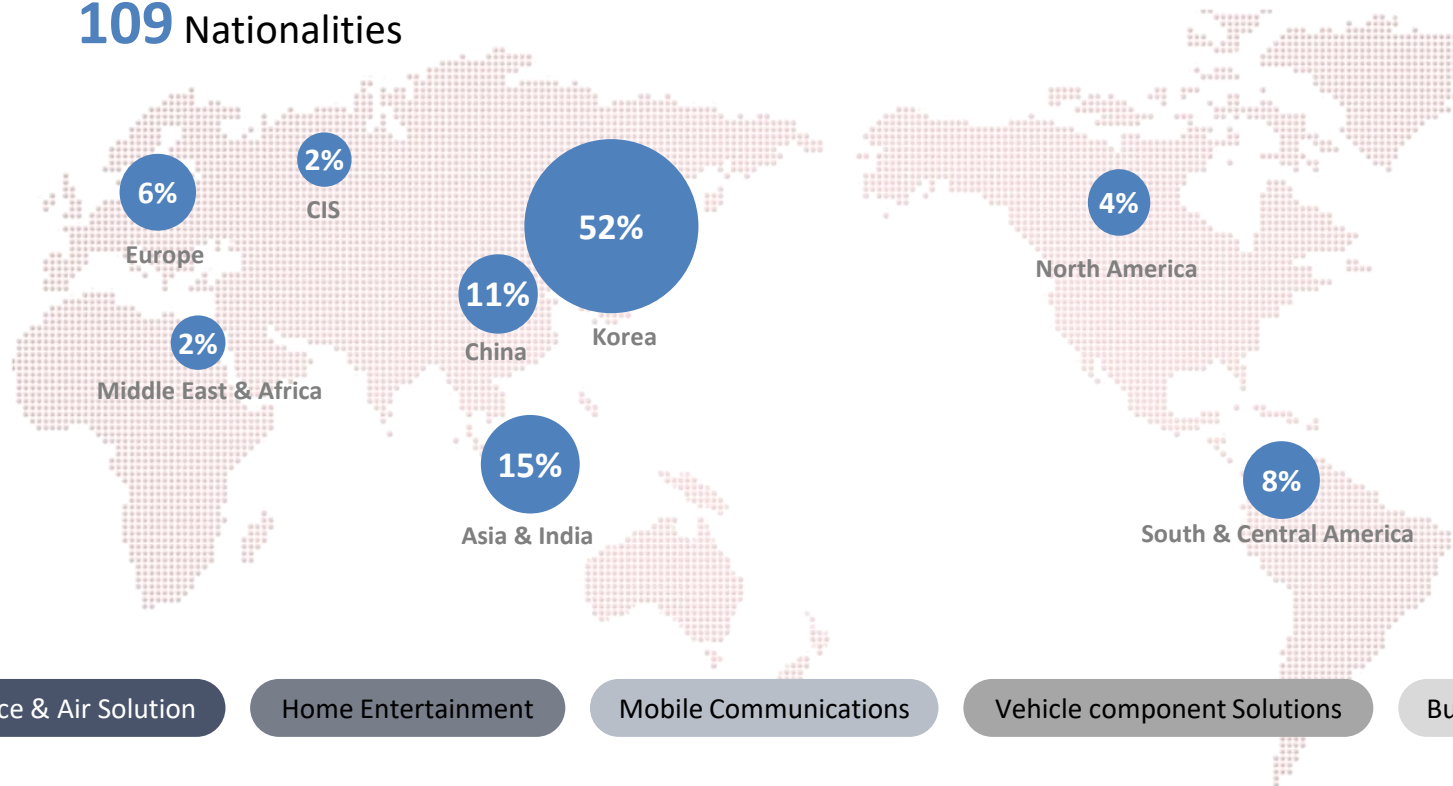
LGE Overview

● Employee Ratio

72,600 Employees

109 Nationalities

140 Global Operations



LG Way

The LG Way is LG's unique management philosophy, which guides the thoughts and actions of all LG associates.

The LG Way aims to achieve LG's vision of "No. 1 LG", by practicing "People-oriented Management", and "Creating Values for Customers" through "Jeong-Do Management".

People-Oriented Management

- **Respect for human dignity**

- Respect **diversity** and dignity of individuals.
- Consider people as the most important asset.

- **Self-management and creativity**

- Take ownership in all matters and take initiatives.
- Break free from conventional ways to pursue new ideas and think outside the box.

- **Capability development and actualization**

- Believe in your ability to become Number One and focus on developing competencies through work.
- Provide the opportunity for individuals to demonstrate their potentials to the maximum.

- **Performance-based reward**

- Set a challenging goal and make sustained achievements.
- Evaluate and compensate fairly to reflect short and long-term achievements.



Diversity

in HR Practices



Global Talent

- Strengthen global sourcing of various talents



Performance Management

- Improve objectivity and fairness of assessment to recognize and leverage various capabilities of individuals



Organizational Culture

- Promote corporate culture that seeks opinions of various members and reflects them in management activities

Diversity

in HR Practices

*“Strengthen global sourcing
of various talents”*



Global Talent

Global Mobility

- Provide talents with opportunities to work anywhere in LGE's 140 global sites for their career advancement

Competency-based Recruitment

- New 'AI' video interview to eliminate prejudice/bias of interviewers
- Creativity-focused interview to identify 'uniquely different' talents



Equal Opportunity for the Socially Disadvantaged

- Employ 370 disabled persons in 12 different government-certified 'Hanuri Company' sites for jobs such as café staff, cleaning, dish-washing and steam car wash



*Come together as one
with one mind
under one roof
in a good company*

*Certified standard workplace
for people with disabilities
(December 2012,
Korea Employment Agency for
Persons with Disabilities)*



**Hanuri Cafe
in LGE Seoul Building**

Diversity

in HR Practices

“Improve objectivity and fairness of assessment to recognize and leverage various capabilities of individuals”



Performance
Management

Absolute Assessment

- Change from relative assessment to objective absolute assessment.
- Introduce “Objection Process” for fairer assessment.

Peer Review

- Secure objectivity and reliability by complementing supervisor-centered assessment



WorkTalk

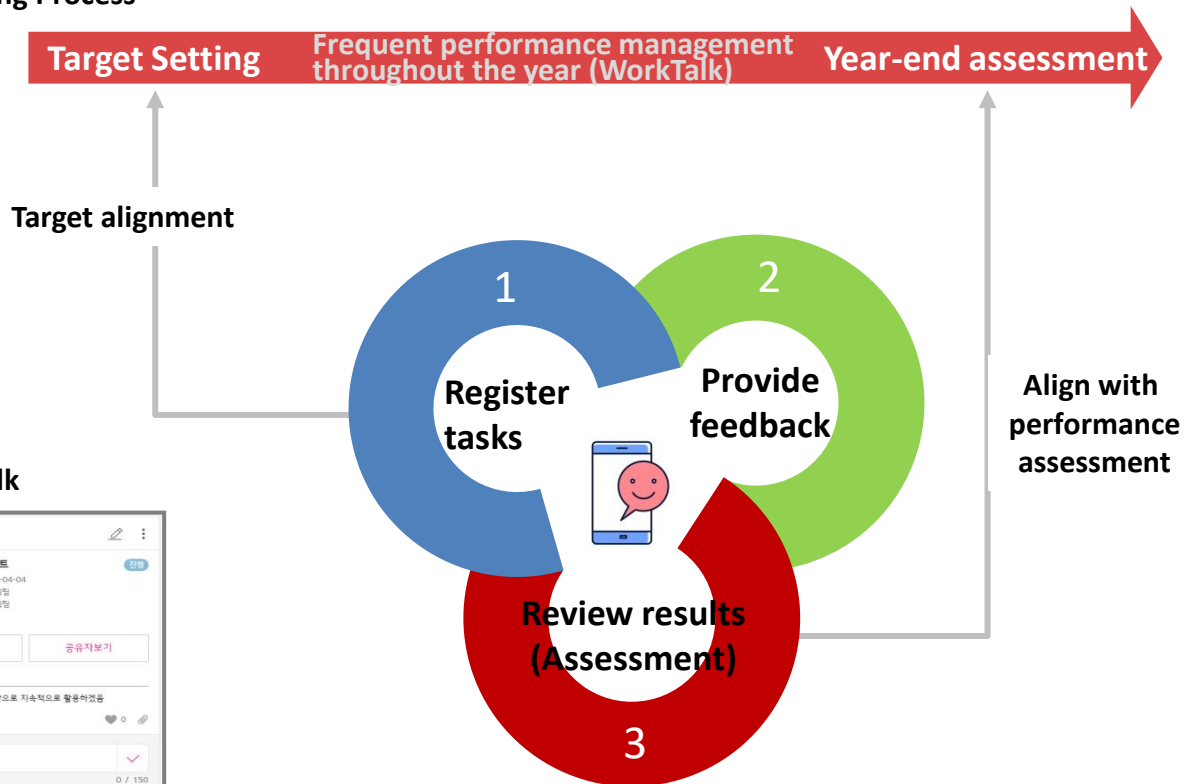
- With consideration for characteristics of millennial generation, provide coaching and development through instant and frequent feedback.

Maternity Protection

- Assure ‘average’ grades for those from maternity/paternity leave to prevent assessment disadvantage and career break.

WorkTalk

1:1 Caring Process



WorkTalk



"Provide coaching and development through frequent feedback on performance"

Diversity

in HR Practices

*“Promote corporate culture
that seeks opinions of
Various members and
reflects them
in management activities”*



**Organizational
Culture**



Rainbow Talk with the CEO

- CEO directly communicates with members from various business/jobs/ career levels.

Reverse Mentoring

- Connect young talent with the management to share the current trend/ lifestyle/technology, etc.

The Challenger / LG IdeaPot

- Encourage members' ideation about new business and technology and support commercialization of the best ideas.



Salon de Seocho / Culture week

- Members freely and openly express and share their knowledge/interests thoughts through various events (i.e. seminar, presentation, concert)

Rainbow Talk

*“CEO directly communicates
with members
from various business/jobs/
career levels”*



Salon de Seocho

*“Members freely and openly
express and share their
knowledge/interests thoughts
through various events
(i.e. seminar, presentation,
concert)”*



Culture Week

“Organization culture event through which LG Science Park members communicate and get together”







- Innovation for a better life -

Thank You!