

Code of ethics

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Purpose of enactment

Sejin create that new future through creative thinking and endless challenges, it aims to become a global company that contributes to the dreams of human society. The practice of Ethical management is the basics for this, Sejin has enacted ethical norms to become a reliable partner for various stakeholders and increase customer value. Sejin executives and employees shall comply with this ethical norm.

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Scope of the code

The application of ethical norms includes Sejin and its partners, Sejin executives and employees act in accordance with this ethical norm even when dealing with suppliers, sales, and service organizations. All executives and employees of an organization to which this ethical norm applies must comply with the laws and regulations of the country and perform their duties in accordance with this ethical norm. Furthermore, all stakeholders who have a business relationship with the Company should be encouraged to respect this Charter of Ethics and the norms of practice.

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Charter of ethics in Five categories

1. Performing duties with clear and transparent standards, and given that sincerity and best fulfill responsibilities.
 2. It competes fairly in all business relationships. and contractual relationship with the other party deal fairly.
 3. To realize customer value, it provides that safe products, best service, right information and protect personal information thoroughly.
 4. Respect each member as an independent person, for this purpose it provides fair working conditions and a safe working environment.
 5. Through the fulfillment of social responsibility, it contributes to the implementation of sustainable development in which various stakeholders can prosper together.
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1. Ethics of executives and employees

We carry out our work with clear and transparent standards, and fulfill our responsibilities given with sincerity and the best.

Request to bribe It does not accept, provide, or promise to provide any illegal or unethical benefit or bribe from stakeholders in any form of money or non-monetary.

Conflict of interest If it is inevitable to avoid conflicts of interest between the company and the individual, act by prioritizing the interests of the company and customers within the legal scope.

Insider deal Confidential, knowledge, and information acquired directly or indirectly through the performance of duties shall not be leaked, or used to pursue personal interests.

Work ethics Employees and executives shall fulfill their responsibilities given to individuals during the performance of the company's business regardless of time and space, and the company's assets and facilities shall be used only for business purposes.

Abuse of authority It does not use its job authority or position to exert undue influence or pursue the illegal interests of the company or individual.

Protecting whistleblowers Necessary measures shall be taken to protect the personal safety of whistleblowers for violations of the organization's ethical norms and to prevent unreasonable treatment, discrimination, or retaliation.

2. Fair competition and trade

We trade fairly and equitably in all business relationships.

Anti-monopoly Do not engage in activities that are likely to hinder fair competition and through unfair trade, such as abusing trading position.

Unfair competition Do not obtain information from competitors, partners, or other organizations illegally and do not use or disclose illegally acquired information.

Money laundering Do not engage in acts related to money laundering by customers, partners, partners, partners, other institutions and individuals.

Intellectual property rights It protects the trade secrets of partners in a contractual relationship and does not infringe on the intellectual property rights of other companies or others.

Forgery parts It does not produce or use unapproved raw materials and parts, if this is found through periodic confirmation, the government or the customer is immediately notified.

Export restrictions It complies with national laws and international regulations related to export restrictions and economic sanctions, it does not do business with the country and organizations, individuals, etc. belonging to it.

3. Customer Value Realization

In order to realize customer value, we provide safe products, best services, correct information, and thoroughly protect personal information.

Quality Do not act to undermine the quality standards necessary to stably supply the best products and services to customers.

Personal Information Protection In order to protect the customer's personal information, it complies with relevant laws and regulations, and does not engage in actions that may illegally infringe on the customer's personal information.

Collecting customer opinions Listen to customers' opinions on products and services, and actively accept customers' legitimate needs and rational proposals.

Product liability In order to actively provide necessary information to prevent damage and risk to customers, and Responsibly implement measures to ensure the safety and quality of products and services.

4. Respect for executives and employees

We respect each member as an independent person, and for this purpose, we provide a fair and safe working environment.

Human right Respect individual executives and employees as independent personalities and take active measures to ensure that human rights universally pursued by human society are protected.

Child labor and forced labor It complies with the labor laws of the country where the workplace is located, and prohibits child labor and forced labor in the workplace.

Discrimination Employees shall not be discriminated against on the grounds of nationality, region of origin, race, gender, age, culture, religion, disability, educational background, political orientation, or personal taste.

Equal opportunity Employees are given equal opportunities for education and growth according to their abilities and qualities, and performance is evaluated and compensated fairly.

Workplace bullying It prohibits all online and offline activities that defame a member's personality or damage human dignity, such as verbal or physical violence, sexual harassment, bullying, and intimidation.

Safety and Health Actively take necessary measures for the safety of executives and employees and maintain a safe working environment from accidents and injuries, disasters, calamity, diseases and transmission in workplace.

5. Management system

Responsibilities of the Organization Manager The organization manager applying this Charter of Ethics and Code of practice should actively support and manage employees and related stakeholders in their work so that they can properly implement this Code of Ethics and Code of Practice. Also responsible for contributing to the achievement of sustainable development goals to solve the environmental and social problems facing human society in the management decision-making process.

Organization and reporting Organizations applying this Charter of Ethics and Code of Practice should organize appropriate organizations and reporting systems for ethical risk prevention and due diligence, and clarify their responsibilities and roles.

Monitoring and due diligence Organizations applying this Charter of Ethics and Code of Practice should constantly monitor ethical risks and establish a system for due diligence.

Protection of whistleblower Organizations applying this Charter of Ethics and Code of Practice shall take necessary measures to protect the personal safety of whistleblowers and to ensure that whistleblowers are not subjected to unreasonable treatment, discrimination, or retaliation.

Education Organizations that apply this Charter of Ethics and Code of Practice shall provide appropriate education so that employees and executives can respect and practice the meaning of this Charter of Ethics and Code of Practice.

Process Organizations applying this Charter of Ethics and Code of Practice shall immediately implement necessary measures in accordance with the regulations in the event of a violation.

Disclosure of information Financial and non-financial information is disclosed in a timely manner in accordance with relevant laws and regulations.

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Ethics
practice
guidelines

6. accounting principles

Accuracy and Completeness All financial records must be prepared accurately and completely, and arbitrary manipulation, false reporting, and omission are prohibited. In addition, relevant laws and accounting standards must be observed.

Objectivity and fairness All accounting and financial information shall be recorded in accordance with objective criteria and shall prohibit the act of distorting or manipulating financial information for the benefit of certain stakeholders.

Transparency and Reliability Information on the financial status of a company must be transparently disclosed to stakeholders, and external audit and internal audit procedures must be faithfully followed and cooperated.

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Contact
information

1. Contact in charge (Ethical counseling and Report processing)

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History of enactment/revision

August 23, 2023 - Enactment of the Charter of Ethics

April 16, 2024 - Full revision of ethical norms and ethical practice guidelines

January 10, 2025 - Ethics Practice Guidelines Revised Accounting Principles