

## 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.

## 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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