

Code of Conduct

(Applicable Persons)

1. This code applies to all employees and officers of the company (including seconded employees and temporary staff).
2. In cases where contractors place resident employees in the company, the contractors are required to ensure that these resident employees comply with this code.

(Compliance with Laws and Respect for Human Rights)

1. We shall have an awareness of being a member of the international community and comply with both domestic and international laws. Furthermore, we shall maintain high corporate and employee ethics, and act with common sense and responsibility as members of society.
2. We shall understand and respect the culture, customs, and history of each country.
3. We shall respect human rights and not discriminate based on race, creed, gender, social status, religion, nationality, age, or physical and mental disabilities.

(Maintenance of a Healthy and Comfortable Work Environment)

1. We shall create a bright and open work environment where employees with diverse and rich personalities can fully demonstrate their abilities, while respecting each other's personality and individuality and freely exchanging opinions.
2. We shall not engage in sexual harassment or any behavior that could be misunderstood as sexual harassment.
3. We shall not engage in any conduct that disrupts the healthy atmosphere, environment, and order of the workplace, including actions that violate public order and morals. We shall never engage in harassment that abuses our status and authority in the employment relationship.
4. We shall not engage in harassment related to pregnancy, childbirth, childcare leave, etc.

(Fair Business Activities)

1. We shall always promote fair, transparent, and free competition and execute proper transactions.

(Avoidance of Conflicts of Interest)

1. We shall not engage in activities that conflict with the interests of the company, such as working for competitors or trading with the company for personal gain.

(Prohibition of Excessive Gifts and Entertainment)

1. We shall not offer monetary gifts, presents, entertainment, or other economic benefits to public officials or those equivalent to them in relation to their duties.

2. We shall not offer monetary gifts, presents, entertainment, or other economic benefits to foreign public officials or those equivalent to them for the purpose of obtaining improper business advantages.
3. We shall not offer monetary gifts, presents, entertainment, or other economic benefits beyond social norms to officers and employees of business partners, nor shall we accept such benefits from them.

(Thorough Information Security)

1. We shall strictly manage the company's confidential information, customer information, and personal information, and shall not disclose or provide such information to third parties or use it for purposes other than the company's business unless necessary for the execution of the company's business or for other legitimate reasons. We shall respect individual privacy and not unduly infringe upon it.
2. We shall treat confidential information disclosed by third parties in the same manner as the company's confidential information.
3. We shall not engage in activities that infringe on others' intellectual property rights, such as unauthorized copying of computer software, and we shall strive to protect the company's intellectual property rights.

(Appropriate Information Disclosure)

1. We shall proactively and fairly disclose company information as required by laws or stock exchange regulations to protect investors.
2. If we become aware of significant facts about the company or its business partners that may significantly affect investors' investment decisions, we shall not engage in insider trading until those facts are made public.

(Proper Management of Company Funds and Accurate Accounting Reporting)

1. We shall properly manage company funds and assets and use them only for legitimate business purposes. We shall not maintain off-the-books funds or assets.
2. We shall ensure the accuracy of accounting reports and accounting processes based on laws, internal regulations, etc., and perform them timely and appropriately.

(Political Donations and Contributions)

1. We shall comply with relevant laws, such as the Political Funds Control Act, and make political donations and contributions to various organizations in a legitimate manner.

(Social Contribution)

1. As good corporate citizens, we shall harmonize with the local and international communities, build trust relationships with stakeholders, and strive to continuously improve corporate value. We shall actively promote social contributions to achieve a rich and comfortable society and strive to create a sustainable society.

2. In addition to economic contributions, we shall also consider employee participation, focusing on "international exchange (community contribution)," "education (human resource development)," and "environment," and aim for global penetration.

(Commitment to Environmental Preservation)

1. We shall consider and actively engage in global environmental preservation as an important management issue. We shall comply with environmental laws and regulations and conduct business activities in harmony with the environment, with each individual acting based on environmental friendliness.

(Response to Anti-Social Forces)

1. If we receive unreasonable demands from anti-social forces such as corporate extortionist or organized crime groups, we shall respond with a firm attitude without seeking easy monetary solutions.
2. We shall not engage in any transactions with anti-social forces or business partners related to them.

(Response to Financial Crimes)

1. Recognizing the importance of preventing money laundering and terrorist financing, we shall comply with laws and guidelines and establish measures to prevent money laundering, etc.
2. To achieve the goal of preventing money laundering, we shall conduct timely and appropriate identity verification procedures at the time of transactions and promptly respond in accordance with the law if suspicious transactions are detected.

(Reporting and Disciplinary Actions)

1. If employees and officers discover actions that violate this code of conduct, they shall report or consult with the contact point specified in the company's internal whistleblowing regulations.
2. If an investigation reveals a violation, the violator and their supervisor may be subject to disciplinary action based on employee work rules, etc.
3. The company shall not treat employees unfavorably for reporting or consulting about violations or cooperating in fact-finding, and shall pay utmost attention to ensure that such treatment does not occur in the workplace.