

Code of Ethics

1. Preamble

Our company strives to enhance corporate value through proactive and efficient management, working toward mutual growth and advancement with all stakeholders, including shareholders. As a publicly listed entity, we faithfully fulfill our obligations and responsibilities to become a trusted company. Our company respects all domestic and international laws, as well as market order, takes the lead in establishing fair trade practices, and upholds social values and customs. Through various corporate social responsibility initiatives, we contribute to the development of the nation and the society. Accordingly, our company establishes and faithfully implements a code of ethics to foster a sound and fair corporate culture.

2. Part 1. Attitude Toward Shareholders and Investors

Article 1: [Protection of Shareholder Rights]

- ① The company shall protect the rights of shareholders and respects their legitimate requests and suggestions.
- ② The company shall faithfully disclose management information to build a relationship of mutual trust with shareholders and investors, striving to maximize shareholder value.

Article 2: [Equal Treatment]

- ① The company shall treat all shareholders, including minority shareholders, fairly and equally.
- ② The company shall always consider the collective interests of shareholders when making management decisions to ensure that the interests or rights of minority shareholders are not unfairly violated.

Article 3: [Active Disclosure of Information]

- ① The company shall record and manage accounting data according to generally accepted accounting principles to provide financial conditions and business performance information in a transparent manner.
 - ② The company shall provide accurate management information in a timely manner, in accordance with relevant regulations, to enable investors and other information users to make informed investment decisions.
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3. Part 2. Attitude Toward Customers

Article 4: [Respect for Customers]

- ① The company shall always think and act from the customer's perspective, striving to deliver the highest quality products and services that customers can trust and be satisfied with, thereby working toward achieving customer satisfaction.

- ② The company shall provide customers with accurate information about its products and services and refrain from misleading or exaggerated promotions or advertisements.

Article 5: [Customer Protection]

- ① The company shall safeguard the interests, safety, and personal information of its customers and shall not engage in unfair practices against them.
 - ② The company shall respect and comply with laws related to consumer protection.
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4. Part 3. Attitude Toward Competitors and Partner Companies

Article 6: [Fair Competition with Competitors]

- ① The company shall respect a fair and open market economy under the principle of free competition.
- ② The company shall uphold fair trade and comply with laws governing fair competition.

Article 7: [Fair Transactions with Partner Companies]

- ① The company shall pursue mutual growth with partner companies by establishing relationships of trust and cooperation through fair transactions.
 - ② The company shall not exploit its superior bargaining position to impose any form of unfair practices or exert undue influence.
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5. Part 4. Responsibilities Toward Employees and Executives

Article 8: [Fair Treatment]

- ① The company shall not engage in any unfair discrimination against its employees or executives and shall provide fair opportunities based on merits and qualifications.
- ② The company shall establish criteria for evaluating the qualifications, abilities, and achievements of its employees and executives, and ensure fair evaluation and compensation.

Article 9: [Creation of Work Environment]

- ① The company shall strive to maintain a healthy and safe work environment for its employees and executives.
 - ② The company shall respect the autonomy and creativity of each employee and executive and provide fair opportunities to enhance their abilities, supporting talent development and self-fulfillment.
 - ③ The company shall respect the individuality and fundamental rights of its employees and executives and foster an environment where they can freely express their opinions and suggestions.
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6. Part 5. Responsibilities Toward Society

Article 10: [Compliance with Domestic and International Laws]

The company shall comply not only with various domestic laws and regulations as a member of the nation and community but also with internationally recognized laws and regulations.

Article 11: [Contribution to National Economic and Social Development]

The company shall support national economic and social development by enhancing productivity, creating jobs, paying taxes diligently, and engaging in corporate social responsibility.

Article 12: [Environmental Protection]

The company shall protect nature and preserve a clean environment.

7. Part 6: Basic Ethics of Employees and Executives**Article 13: [Establishment of Sound Corporate Culture]**

- ① Employees and executives share the company's governing philosophy and shall align with the goals and values the company pursues, faithfully fulfilling the duties assigned to them in accordance with the company's policies.
- ② Employees and executives shall foster an organizational culture based on effective communication and mutual trust between superiors and subordinates and between peers within the company.
- ③ Employees and executives shall perform their duties to the best of their ability, using legitimate methods, and comply with all relevant laws and company regulations related to their work.

Article 14: [Prohibition of Conflict of Interest]

Employees and executives shall avoid any actions or relationships that may result in a conflict of interest between themselves and the company. If a conflict arises between the company's interests and those of an individual, or between departments, employees and executives shall prioritize the company's interests and act accordingly.

Article 15 [Prohibition on Use of Inside Information]

- ① Employees and executives shall not engage in stock trading using inside information obtained in the course of their duties.
- ② Employees and executives shall not provide non-public material information that may affect stock prices to third parties without following legitimate procedures.

Article 16 [Protection of Company Property and Material Information]

- ① Employees and executives shall protect the company's tangible assets, intellectual property rights, trade secrets, etc., and shall not use them for personal purposes.
- ② Employees and executives shall not pursue private interests using their position or engage in unfair trading practices using non-public information acquired through the company.
- ③ Employees and executives shall not leak material information to external parties that may affect the company's interests.

Article 17 [Prevention of Sexual Harassment]

Employees and executives shall not engage in any language, or behavior, including physical, verbal, or visual expressions, that are recognized as causing sexual humiliation or disrupting a healthy collegial relationship.

Article 18 [Prohibition on Political Involvement]

- ① Employees and executives shall not engage in political activities during working hours or use the company's organization, personnel, or assets for political purposes.
- ② While individuals' political rights and opinions are respected, employees and executives shall ensure that their political views or activities are not mistaken as representing the company's stance.

Article 19 [Prohibition on Accepting Gifts or Entertainment]

- ① Employees and executives shall not accept money, gifts, or entertainment from business partners or other interested parties.
- ② Employees and executives shall not provide money, or gifts, or entertainment that exceed socially acceptable norms to business partners or other interested parties in connection with company business.
- ③ Employees and executives shall not exchange money, excessive gifts, or entertainment among themselves.

Article 20 [Compliance with the Code of Ethics]

- ① All employees and executives shall faithfully comply with the Code of Ethics and be held accountable for any violations thereof.
- ② Employees and executives must report to the department responsible for the Code of Ethics if they are coerced into violating the Code of Ethics or become aware of improper conduct.
- ③ In the event of a violation of the Code of Ethics, employees and executives shall prevent recurrence through a thorough investigation of the root cause and appropriate education.