

## Code of Ethics

### Malesela Taihan Electric Cable (Pty) Ltd.

#### Chapter 1 General Provisions

##### Article 1 (Purpose)

These regulations aim to establish the responsibilities, obligations, and specific judgment and behavioral standards for the company and its employees to achieve ethical management at Malesela Taihan Electric Cable (Pty) Ltd.

##### Article 2 (Definitions)

The definitions of terms used in these regulations are as follows:

1. **Monetary benefits:** Cash, securities, goods, and other economic benefits.
2. **Hospitality and Entertainment:** Benefits such as meals, banquets, sports, entertainment, etc.
3. **Convenience:** Provision or support of goods or services related to facilities, transportation, accommodation, tourism, events, tours, inspections, etc., other than monetary benefits, hospitality, and entertainment.
4. **Stakeholders:** Stakeholders refer to individuals, organizations, or groups that have a direct or indirect interest in the Company's business activities, as set forth in the following subparagraphs.

In cases where it is unclear whether a specific person qualifies as a stakeholder, such person shall be deemed a stakeholder and must be verified by the Ethics Management Department of Malesela Electric Cable (Pty) Ltd.

## 1) Public Officials

- a. Any person recognized as a public official under the relevant laws and regulations of the country (hereinafter the "Relevant Country") where the Company or its third-party agents are based;
- b. Any person engaged in legislative, administrative, or judicial duties of the Relevant Country's government;
- c. Any executive or employee of an enterprise in which the Relevant Country's government has invested more than half of the paid-in capital or exercises substantial control over its overall operations;
- d. Any person engaged in public services such as education or healthcare, working for a public organization or institution established under the laws and regulations of the Relevant Country;
- e. Any candidate for public office (e.g., governor, mayor), political party, or executive/employee of such party within the Relevant Country;
- f. Any person performing duties for an international public organization;
- g. Any person who falls under the scope of "public officials, etc." as defined in the Improper Solicitation and Graft Act of the Republic of Korea, including:
  - Public officials under the State Public Officials Act and the Local Public Officials Act, as well as those recognized as public officials under other laws;
  - Heads, officers, and employees of public institutions and organizations related to public service
  - Principals, faculty members, executives, and employees of elementary, middle, and high schools, universities, and educational foundations;
  - Executives and employees of press organizations;
  - Persons performing public duties on behalf of the government or public institutions;
  - Spouses of the public officials.

- 2) Any third party—regardless of name or type—such as the Company's customers, business partners, or cooperating companies—that engages in business transactions related to the Company's operations, including their respective representatives or employees.

Unless otherwise verified by the Ethics Management Department, any such third party, as well as their representatives or employees, shall be deemed stakeholders.

- 5. **Misconduct:** Unlawful practices related to business integrity and corruption, such as bribery, fraud, collusion, coercion and others.



6. **Corruption:** an act or arrangement of offering, giving, receiving or soliciting, directly or indirectly, of anything of value to influence improperly the actions of another party.
7. **Fraud:** any and all act, arrangement, or omission, including a misrepresentation, that knowingly or recklessly misleads, or attempts to mislead, a party to obtain a financial or other benefit or to avoid an obligation.
8. **Collusion:** any and all act or an arrangement between two or more parties designed to achieve an improper purpose, including to influence improperly the actions of another party.
9. **Coercive Practices:** any and all act or an arrangement impairing or harming, or threatening to impair or harm, directly or indirectly, any party or the property of the party to influence improperly the actions of a party.
10. **Obstructive Practices:** Acts that materially impede a World Bank investigation into allegations of corruption, fraud, collusion, or coercion by intentionally destroying, falsifying, altering, or concealing evidence, or by making false statements; acts that prevent the disclosure of information related to the investigation or that obstruct the investigation by threatening or harassing involved parties; or acts that materially impede the World Bank's exercise of its audit rights or access to information.
11. **Whistleblower:** Any employee who has an obligation to report monetary benefits, hospitality and entertainment, or conveniences related to their duties, or who becomes aware of, or has witnessed, any violations of the Company's Code of Ethics.
12. **Date of Report:** The day an employee receives or becomes aware of the monetary benefits, etc., and within three business days from that date based on the standard working days of the company.
13. **Generally Accepted Scope:** Within the scope where monetary benefits, gifts, goods etc., are provided without burden and are considered purely voluntary, recognizing that there is no potential for bribery.
14. **Specific Guidelines:** Standards for determining violations and prohibited types developed annually by the Ethics Management Department reflecting management policies and social trends.
15. **Ethics Management Department:** The department overseeing the company's ethical management-related tasks.

### Article 3 (Supervising Department)

The supervising department of these regulations is the Ethics Management Department.

## Chapter 2 Basic Ethics

### Article 4 (Responsibilities and Obligations to Customers)

1. Interact with customers with sincerity and kindness, respecting customer demands and suggestions.
2. Provide products and services that satisfy customers through continuous technological innovation and development.
3. Protect the property and information of customers and avoid providing false information.

### Article 5 (Fair Transactions with Partner Companies)

1. Provide equal opportunities to qualified companies in all transactions and select them based on fair evaluation criteria.
2. Avoid making demands for unfair transactions or economic benefits using a dominant position.
3. Recognize partner companies as collaborators, pursuing mutual development based on mutual trust and cooperation.

### Article 6 (Responsibilities and Obligations to the Company)

1. Share the company's vision and values, fostering a healthy organizational culture.
2. Comply with the company's management policies and regulations, faithfully performing assigned duties.
3. Uphold the dignity as an employee and refrain from acts that tarnish the company's reputation.

### Article 7 (Respect for Shareholders)

Strive for the enhancement of shareholder value through transparent decision-making and efficient management activities.

### Article 8 (Social Responsibility)

1. Comply with all laws and regulations domestically and internationally in all areas of activity, contributing to the development of a healthy economic, social, and cultural environment.
2. Make every effort for environmental conservation and disaster prevention.



## Chapter 3 Practical Guidelines

### Article 9 (Receipt or Provision of Benefits)

1. Refrain from offering to pay, paying, promising to pay, authorizing to pay or accepting any payments, gifts, entertainment, or items of value to or from business partners, suppliers, customers, or other stakeholders that would violate relevant laws or company policies regarding business interactions and transactions. Exceptions are made for congratulatory or condolence money, gifts, goods, etc. received within the Generally Accepted Scope..
2. Never engage in actions intended to improperly influence decisions or secure unfair advantages in obtaining, retaining, or directing business.
3. Maintain the highest standards of integrity in all business dealings, prioritizing ethical conduct over personal or corporate gain.

### Article 10 (Hospitality, Entertainment, Travel and Expenses)

Employees must not offer to pay, pay, promise to pay, authorize to pay or accept any hospitality or entertainment provided by stakeholders in connection with their duties and should politely decline. However, reasonable meals or similar benefits within socially accepted norms may be accepted. Employees must exercise caution and ensure that the nature of the hospitality and entertainment does not compromise their professional integrity. If there is any risk of compromise, immediate intervention or avoidance is necessary.

Additionally, employees should avoid frequent meals or entertainment that could impose a burden on stakeholders. To ensure transparency and propriety, the organization will establish controls and procedures governing all gifts, hospitality, entertainment, travel, or other expenses. These measures are designed to ensure that such expenses are reasonable, do not improperly influence the outcome of a business transaction, and do not result in an improper advantage.

### Article 11 (Provision of Conveniences)

Employees must not offer to pay, pay, promise to pay, authorize to pay or accept any conveniences provided by stakeholders related to their duties and should politely refuse. However, exceptions are made for conveniences such as transportation, meals, and accommodation provided to all participants in official events organized by stakeholders within the Generally Accepted Scope.

**Article 12 (Conflict of Interest)**

Employees must avoid any act and relationship that conflicts with the interest of the company and personal interest, and employees must not abuse their position or work in the company for personal gain.

1. Paying off or repaying debts such as credit card bills, accounts receivable, or loans.
2. Providing guarantees or collateral, or borrowing money.
3. Acquiring property through joint investment or obtaining shares in the company through property provided by stakeholders.
4. Making unreasonable requests for private transactions.

**Article 13 (Guarantees for the Future)**

Employees must not offer, promise, authorize or receive guarantees related to employment, job placement, contract conclusion, or other personal benefits from stakeholders in connection with their duties.

**Article 14 (Actions Through Family Members)**

Employees engaging in prohibited actions from Article 9 to Article 13 through family, relatives, or friends will be considered to have committed those actions themselves.

**Article 15 (Protection of Company Assets)**

1. All company assets should be used only for the company's business activities and approved purposes, and unauthorized use or external transfer is prohibited.
2. Expenses unrelated to the company's business should not be processed as company expenses.

**Article 16 (Protection of Company Information)**

1. Company information must be rigorously protected in accordance with security regulations.
2. Unauthorized disclosure or improper use of company information without prior approval is prohibited.
3. Unauthorized disclosure of undisclosed company information to employees or others unrelated to the relevant business is prohibited.

**Article 17** (Document Preparation and Reporting)

1. All types of documents and accounts related to business must be accurately and honestly prepared.
2. Instructing or engaging in acts of manipulation, tampering, or improper disposal of documents or accounts is prohibited.
3. False reporting intended to obscure or deceive decision-making is considered false reporting.
4. Acts of arbitrarily reducing the scope of the report target are considered false reporting.

**Article 18** (Acts Among Employees)

Employees must not engage in the following acts or acts similar to these with each other:

1. Ignoring or concealing facts of work negligence.
2. Giving unfair instructions that could harm the company or following such instructions.
3. Exerting pressure such as solicitation or coercion in bids and contracts.
4. Demanding collateral, guarantees, or loans.
5. Disseminating false rumors or statements that encourage misinformation or hinder a healthy organizational culture.
6. Violating the obligation to keep salary information confidential, such as leaking one's own salary or attempting to know another employee's salary.
7. Any form of verbal abuse, assault, or behavior that disregards the dignity of the other person.
8. Repeatedly giving unnecessary or impossible tasks or excluding someone from work without just cause.
9. Harassment actions that disrupt company life or infringe on personal dignity.

**Article 19** (Fair Trade)

1. Adhere to fair trade regulations in all transactions with cooperative companies and establish transparent and fair evaluation criteria for the selection of companies, as well as for processes related to registration, evaluation, and changes in trade conditions.
2. Do not engage in conduct that insults the dignity of employees of cooperative companies, such as verbal abuse or slander.



## **Article 20** (Compliance with International Anti-Corruption/Labor Conventions and Laws)

1. Comply with the laws and regulations of the respective country and respect trade customs.
2. Comply with international conventions and laws related to anti-corruption (including bribery and money laundering), such as the OECD Anti Bribery Convention, the UN Convention against Corruption, the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act.
3. Comply with sanctions and export controls administered by the U.S. Department of the Treasury's the Office of Foreign Assets Control (OFAC), the U.S. Department of Commerce's the Bureau of Industry and Security (BIS), and other applicable sanctions measures.
4. Comply with all fundamental conventions of the International Labour Organization (ILO) including Convention No. 29, 1930, on forced labor, and Convention No. 138, 1973, on the prohibition of child labor. If child labor is found in the company or it's suppliers, we will immediately stop the child labor and take measures to ensure the human rights and fundamental rights of child.
5. Comply with the World Bank Group's Integrity Compliance Guideline to ensure integrity compliance and refrain from engaging in any of the prohibited misconducts—such as fraud, corruption, collusion, and coercive practices—or in any obstructive practices as defined in the Guideline.

## **Article 21** (Prohibition of Improper Solicitation)

Do not engage in acts that violate the 'Act on the Prohibition of Improper Solicitations and Bribery' by offering improper solicitation or bribing public officials, etc.

## **Article 22** (Specific Judgment Criteria for Violations)

The criteria for judgment and specific prohibited types for violations of the code of ethics are determined based on the attached specific guidelines.

# **Chapter 4 Reporting and Handling Procedures**

## **Article 23** (Reporting and Processing Procedure)

1. If an employee violates the Code of Ethics or witnesses a violation, they must immediately report it to their immediate department head or the Ethics Management Department.



2. Reports can be made through methods such as email, phone, mail, or online reporting system.
3. The Ethics Management Department reports the content of the complaint to the CEO and then verify the facts.
  - 1) Upon receiving such reports, the Company must promptly verify the facts and initiate an investigation.
  - 2) To confirm the facts of such reports, the company may conduct a direct investigation or commission an investigation to internal audit departments, external experts, and the like.
  - 3) The Company must manage and preserve all records, including the results of investigations and relevant documentation, upon completion of the investigation.
4. If the contribution to the reported content is acknowledged, a reward or an appropriate monetary reward may be given in accordance with the internal reward and punishment regulations and employment rules.
5. The Company must take appropriate measures, including the protection of the whistleblower, which includes:
  - 1) Ensuring no retaliation or discriminatory treatment of the whistleblower due to their report and guaranteeing their anonymity.
  - 2) Disciplining those who engage in retaliation or discrimination against the whistleblower.
  - 3) Accommodating the whistleblower's requests for changes in work departments or positions to avoid inconvenience or disadvantage arising from the report.

#### **Article 24 (Processing Method for Receipt of Monetary Benefits)**

In cases where an employee unavoidably receives monetary benefits contrary to these regulations from stakeholders related to their duties, a report (Annex Form No. 1) must be completed and submitted to the Ethics Management Department.

##### **1. Receipt of Monetary Benefits**

If an employee unavoidably receives monetary benefits, the following procedures must be followed:

##### **1) When Refund is Possible:**

The recipient must send the money in their name to the giver or the giver's company's CEO.

##### **2) When Refund is Not Possible:**

If a refund is not feasible due to spoilage, damage, or the recipient being unidentified, the item must be handled according to the supervisor's instructions, and the process must be documented.

Transparency and fairness must be prioritized in all cases, with all processes being meticulously recorded and maintained.

## 2. Receipt of Hospitality and Entertainment, Convenience

If an employee unavoidably receives hospitality, entertainment, or convenience from a stakeholder, a report must be prepared and submitted, and the following procedures followed:

- 1) The recipient must pay a fair consideration to the giver of hospitality, entertainment, or convenience.
- 2) If there are multiple attendees, the highest-ranking employee must submit the report.
- 3) Other processing methods are applied similarly to the receipt of monetary benefits.
- 4) All benefits received must be clearly documented and systematically maintained..

3. The handling procedures for monetary transactions and future guarantees are similar to those for receiving monetary benefits.

## Chapter 5 Miscellaneous

### Article 25 (Written Pledge)

All employees are required to submit an Ethics Pledge (Annex Form No. 2) annually, affirming their commitment to thoroughly understand and adhere to the Code of Ethics. New employees, including those transferred from affiliated companies, must submit the Ethics Pledge upon their employment.

### Article 26 (Interpretation)

In cases of doubts or disputes regarding the interpretation of these regulations, the interpretation of the Ethics Management Department shall prevail.

### Article 27 (Penalties)

Disciplinary actions will be taken in accordance with the regulations on rewards and punishments if these regulations are violated.

(Attachment)

## Specific Guidelines

### 1. Typical Types of Prohibition

a. Prohibition of Offering to pay, Paying, Promising to pay, Authorizing to pay or Accepting Monetary Benefits

1) Prohibition of offering to pay, paying, promising to pay, authorizing to pay or accepting any form of cash

2) Offering to provide, Provision, Promising to provide, Authorizing to provide or Receipt of negotiable instruments such as gift certificates and checks is treated the same as cash.

Violation Type	Amount	Under R 1 000	Over R 1 000 Less than R 2 000	Over R 2 000 Less than R 3 000	Over R 3 000
	Act of Receipt				
Conventional acceptance of monetary benefits	Passive	Suspension without pay	Dismissal	Dismissal	Dismissal
	Active	Suspension without pay	Dismissal	Dismissal	
Monetary benefits related to duties but no illegal or unfair disposal	Passive	Suspension without pay	Dismissal	Dismissal	
	Active	Suspension without pay	Dismissal	Dismissal	
Monetary benefits related to duties and illegal or unfair disposal	Passive	Dismissal		Dismissal	
	Active	Dismissal		Dismissal	

b. Prohibition of Offering to provide, Provision, Promising to provide, Authorizing to provide or Accepting Hospitality and Entertainment

1) Hospitality and entertainment refer to benefits other than regular meals, such as social drinking sessions (2nd or 3rd rounds), sports events like golf or skiing, or gambling.

2) Meetings with stakeholders outside those officially approved by the company are strictly prohibited.

c. Prohibition of Offering to provide, Provision, Promising to provide, Authorizing to provide or Receiving Conveniences

1) Conveniences refer to economic support (provision) for transportation, accommodation, tourism, events, tours, and visitations, excluding monetary gifts, hospitality, or entertainment.



- 2) However, exceptions apply in cases that are ① generally recognized, ② provided during official events, and ③ equally offered to all participants, including transportation, meals, and accommodation.

d. Pursuant to Article 21 of the Code of Ethics, employees shall not offer any money, meals, gifts, or congratulatory or condolence payments prohibited under the Improper Solicitation and Graft Act, and shall not engage in improper solicitation.

Category	Example	Principles of Conduct	Note
Money	Vacation pay, cash received under the pretext of an allowance, etc.	Never allowed	
Gift Certificates	Gift Certificates (department store), etc.	Never allowed	Treated the same as receiving cash
Hospitality and Entertainment	Entering luxurious or inappropriate establishments such as bars, nightclubs, massage parlors, casinos, etc.	Never allowed	Pay fair compensation immediately upon receipt
Expenses	Transfer of workshop expenses, team dinner expenses, etc.	Never allowed	In unavoidable cases, post-refund
Congratulations and Condolence Gifts	Congratulatory money, funeral condolence money, baby shower gifts, wreaths, etc.	Allowed up to R 1 000	Allowed within socially accepted limits
Gifts	Holiday gifts, promotion or transfer commemorative gifts, etc.	Allowed up to R 1 000	Same as above
Meals	Lunch, dinner, etc.	Allowed up to R 1 000	Same as above
Conveniences	Free use of hotels, condos, complimentary vehicle support, etc.	Not allowed by principle	Same as above

## 2. Detailed Types of Prohibited Acts in line with M-TEC Disciplinary Code and Procedures:

Category	Prohibited Act	Note
<b>Duty</b>	1) Unauthorized absence 2) Negligence or neglect of duty without justifiable reason 3) Non-compliance with working hours, including tardiness 4) Sleeping, personal internet searches and shopping during work hours 5) Unauthorized departure or leaving the workplace during work hours 6) Disclosure or external leakage of company information, including confidential information 7) Causing loss or accidents to company property 8) Giving or following unjust instructions that could harm the company 9) False report or failure to report important matters related to work 10) Treating non-business-related expenses as company expenses	

	<p>11) Disseminating false information or inflammatory language that disrupts a healthy organizational atmosphere</p> <p>12) Ignoring or concealing knowledge of work negligence</p> <p>13) Violation of any internal regulations, including arbitrary decision regulations</p> <p>14) Causing a social scandal that damages the company's reputation</p> <p>15) Engaging in prohibited political activities and group actions according to related laws</p> <p>16) Violation of the non-disclosure clause in the employment contract regarding salary</p> <p>17) Falsification of application documents such as name, career, and education</p> <p>18) Use of verbal abuse, assault, or threats within the company</p> <p>19) Engaging in gambling, drinking, or other improper behavior during working hours</p> <p>20) Rebellion or disobedience to legitimate job-related orders from superiors</p> <p>21) Refusal to comply with legitimate personnel orders from the company</p> <p>22) Theft or unauthorized removal of company property</p> <p>23) Using undisclosed information within the company to buy or sell company stocks for unfair gains or short-term (within 6 months) trading of company stocks</p> <p>24) Engaging in multilevel marketing or other commercial activities within the company</p> <p>25) Neglect of overnight duty or facility management</p> <p>26) Neglect of security checks</p> <p>27) Private financial transactions, pledges, guarantees, etc., between business partners or employees</p> <p>28) Engaging in dual employment or part-time work without company permission</p> <p>29) Sexual misconduct in the workplace that damages the company's reputation, including violence against women. (Sexual assault, sexual harassment, internal affairs, etc.)</p> <p>30) Acts of workplace harassment that damage the company's reputation</p>	
<b>Property Management</b>	<p>1) Damage to company property such as products, goods, facilities, equipment, etc.</p> <p>2) Loss of company property such as machinery and tools</p> <p>3) Negligence in equipment inspections or non-compliance</p> <p>4) Neglect in handling firefighting equipment</p> <p>5) Smoking or handling firefighting equipment in hazardous locations</p> <p>6) Violation of the duties of safety managers or safety rules</p> <p>7) Unauthorized use or disposal of raw and ancillary materials</p> <p>8) Personal use of company office supplies</p> <p>9) Refusal or obstruction of inspection of personal belongings or outgoing items</p>	

	10) Improper selection of vendors or favoritism toward specific companies 11) Negligence in managing purchased items (improper storage, excessive purchases, etc.) 12) Unfair handling of bid-related matters 13) Acts of exerting pressure such as bribery and instructions in bidding and contracts 14) Negligence or unfairness in construction supervision or inspection 15) Unfair payment before delivery 16) Causing damage to the company through the illegal or unfair conclusion or mismanagement of contracts	
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Category	Prohibited Act	Note
<b>Accounting</b>	1) Embezzlement and misuse of funds 2) Falsification and unfair settlement of accounts 3) Failure to receive proper documentation 4) Causing damage to the company due to violations of accounting standards and tax laws, etc.	
<b>Document Management</b>	1) Long-term abandonment of documents exceeding the retention period 2) Improper disposal of documents 3) Loss of important documents 4) Forgery or alteration of documents 5) Unauthorized use and misuse of company seals	
<b>Other</b>	1) Neglecting supervision of subordinates 2) Obstruction of audit (a) Refusal or non-cooperation with the audit (b) Non-submission of audit materials (c) False statements (d) Other acts of non-cooperation with audits	



(Annex Form No. 1)

## Report Handling Procedure

●: Sender or Supervisor ○: Receiver

Category	Recipient (Reporter)	Vice Supervisor	Ethics Management Department	Provider	Note
1. Writing of report	●				(If the reporter is a department head, submit report to the head of the Ethics Management Department)
2. Filing of report	●	○			
3. Handling instructions given	○	●			
4. Processing	●				
5. Forwarding of report		●	○		(If necessary)
6. Filing of supporting documents	●		○		
7. Confirmation of results			●		
8. Ethical management cooperation letter sent			●		
9. Compilation Report (Semi-			●	○	Report to the CEO

## (                      ) Receiving Report

### 1. Personal Information

Category	Reporter	Provider
Department		
Position		
Name		

(Relationship to the reporter:                      )

### 2. Report Details

Category	Contents	Note
Date/Location of Receipt		
Type/Quantity/Amount		
Details of the Receipt (Specify)		
Reporter's Requests		
Instructions from Department Head		
Special Notes		

Reporter's Department:

Name :                      (seal)

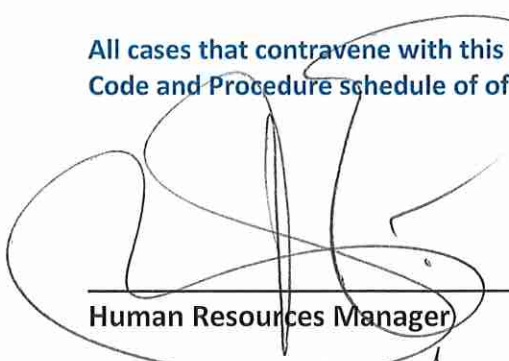
Date filed:

Filed by:

## Supplementary Provision

1. These regulations shall be effective from January 1, 2025.
2. These regulations shall be effective from February 5, 2025.
3. These regulations shall be effective from November 5, 2025.

**All cases that contravene with this policy will be dealt with according to M-TEC Disciplinary Code and Procedure schedule of offences.**

  
\_\_\_\_\_  
Human Resources Manager

05 NOV 2025

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
CEO (Chief Executive Officer)

05 NOV 2025

\_\_\_\_\_  
Date



( Annex Form No. 2 )

**Ethics Pledge**

**I, as an employee of Malesela Taihan Electric Cable (Pty)Ltd. (hereinafter referred to as the 'Company'), pledge to establish a sound ethical framework based on the core values of 'People-Centric Culture, Customer Value, and Future-Oriented,' and actively participate in the ethical management of the Company.**

**To achieve this, I solemnly commit to adhering faithfully to the following matters in the performance of my duties:**

1. Maintain pride and dignity as an employee of the Company, perform duties in good faith and in line with the Company's Articles of Incorporation, regulations, and domestic and international laws.
2. Understand and practice the Company's management principles and core values, perform tasks fairly and transparently based on ethical awareness and legal compliance. I will not engage in actions that are inconsistent with the Company's policies or contrary to my own conscience.
3. Adhere to anti-corruption laws in South Korea and South Africa, including the "Criminal Act," "Act on the Aggravated Punishment of Specific Crimes," "Improper Solicitation And Graft Act" and "Act On Combating Bribery Of Foreign Public Officials In

International Business Transactions," as well as international anti-corruption laws such as the U.S. "Foreign Corrupt Practices Act" and the UK "Bribery Act." and any of the prohibited misconducts outlined in the World Bank Group's Integrity.

Compliance Guideline. I will not engage in, nor will I be involved in any actions that could violate or raise suspicions of violating these laws and regulations.

4. Do not offer to give, give, promise to give, authorize to give or accept payments, gifts, entertainment, or anything of value to or from business partners, suppliers, customers, or other stakeholders if doing so would violate relevant laws or company policies. I also pledge to not engage in actions intended to improperly influence decisions or secure unfair advantages in obtaining, retaining, or directing business..
5. Do not instruct or request the handling of business with third parties and employees of the Company, in violation of relevant laws and company regulations.
6. Do not offer, promise, provide, authorize or receive any form of bribery, as prohibited by laws related to the prohibition of bribery for public officials specified in the "Improper Solicitation And Graft Act", avoid making promises or expressions of intention to provide or receive such bribes and abstain from engaging in improper solicitation.

7. Comply with general trade-related laws such as the "Monopoly Regulation and Fair Trade Act", the "Fair Transactions In Subcontracting Act", and company regulations. I will not engage in actions that may be suspected of violating or violating these laws and regulations.
8. Comply with intellectual property-related laws, such as the "Copyright Act", and will not intentionally use the intellectual property of third parties without permission or legal rights.
9. Do not engage in transactions that violate related laws, such as the "Financial Investment Services And Capital Markets Act", when possessing non-public information about the Company that could substantially impact the value of its stocks.
10. Do not disclose the Company's confidential information to external parties or use the Company's confidential information to benefit other businesses or individuals. Within the Company, I will only use confidential information within the necessary scope for business purposes.
11. Ethically and legally respond, according to the Company's basic policy, to any illegal or unfair demands from trading partners (including potential customers). If such response is difficult, I will report it to my supervisor and the Ethics Management Department (or the Internal audit department) and handle the matter according to their legal guidance.
12. If there is suspicion that a trading partner (including potential customers) is involved in actions that violate relevant laws or the Company's policies, I will consult with the Company.
13. Do not engage in actions or inappropriate behaviors that are inconsistent with the interests of the Company.
14. Do not use work hours or company assets for businesses or activities outside the Company's scope.
15. Do not perform actions that are not authorized by the Company.
16. Legally collect information about customers and the market, and do not contact employees of competing companies for the purpose of obtaining information about the market, etc.
17. Comply with the Company's regulations and procedures for expenditures related to business expenses, such as meals and travel expenses.
18. If I become aware of or suspect violations of relevant laws and internal regulations during the course of performing my duties (including situations where there is reasonable suspicion that I have violated relevant laws and internal regulations), I will promptly report it to the Company's Ethics Management Department (or the Internal audit department).

19. If it is unclear whether actions during the course of performing duties violate relevant laws and internal regulations, I will consult with the Company.
20. Attend and faithfully complete anti-corruption-related compliance training provided by the Company and periodically review its content.
21. Understand that, in the performance of duties, I may be subject to an investigation or audit by the Company if there is reasonable suspicion of violating relevant laws or company regulations. I will actively cooperate with such investigations or audits.

**I, as a member of the Company, will carry out my duties with pride and self-esteem, thoroughly understanding and faithfully adhering to the above contents. In case there is reasonable suspicion of violating relevant laws or company regulations, I will actively cooperate with the Company's investigation or audit.**

Date: \_\_\_\_\_, 20\_\_\_\_

Department: \_\_\_\_\_

Position: \_\_\_\_\_

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_