Cheryong Electric' Business Ethics

All executives and employees of Cheryong Electric Co., Ltd. shall adopt this Code of Conduct as the standard for their values and actions.

1. Introduction to the Code of Conduct

Cheryong Electric has established this Code of Conduct to respect domestic and international laws, uphold market orders, take the lead in establishing fair trade practices, and become a trusted company that grows together with all stakeholders.

Accordingly, all executives and employees shall adopt this Code as their operating principle and faithfully observe and practice it in their daily operations.

2. Articles

Article 1 (Responsibilities and Obligations to Customers)

Under the belief that customers are the true foundation of our business, the Company shall think and act from the customer's perspective and maintain an attitude of dedication to them.

1. The Company shall always listen to customer opinions, believe that the genuine needs of customers are always right, and place the customer as the top priority for all judgments and actions.

2. The Company shall treat all customers fairly and equally, protect customer information as strictly as company assets, and refrain from disclosing or using it for other purposes without prior customer approval.

3. The Company shall provide truthful information to customers and strictly honor its commitments to them.

4. The Company shall respond to customer requests kindly and accurately, and handle complaints and suggestions promptly and sincerely.

5. The Company shall provide the highest quality products and services to customers at reasonable prices, ensuring that customers do not experience dissatisfaction due to defective products or substandard services.

Article 2 (Responsibilities and Obligations to Investors)

The Company shall do its utmost to protect the rights of shareholders and investors and increase investment value through sound profit realization and rational investment based on efficient management activities and business processing.

1. The Company shall grant equal voting rights to all shareholders and provide corporate information equally, except as otherwise provided by law.

2. The Company shall record and manage its financial status in accordance with fair and lawful accounting standards to ensure transparency in accounting practices.

3. The Company shall not engage in securities transactions using undisclosed internal corporate information in order to establish fairness and soundness in the securities market and prevent the loss of trust among shareholders and investors.

4. The Company shall rationally disburse all expenses in accordance with their designated purposes, and shall not spend company funds for personal expenses or engage in unfair cash creation.

5. The Company shall establish risk management systems and internal control systems to ensure efficient and rational investment and management.

Article 3 (Fair Competition and Trade)

The Company shall respect the market economy order in accordance with the principle of free competition, engage in fair and good-faith competition based on genuine competence, and refrain from infringing upon the interests of competitors or unfairly exploiting their weaknesses.

1. All business activities, both domestic and overseas, shall be conducted in compliance with the relevant laws and regulations of the respective countries and in respect of local trade customs.

2. The Company shall grant equal opportunities to all qualified companies to participate in vendor registration and selection, and vendor selection shall be conducted in a rational manner based on objective and fair evaluation criteria.

3. All transactions shall be conducted fairly on an equal footing, and the Company shall not engage in any form of unfair practices utilizing its superior position.

4. Information required for transactions shall be mutually provided in a timely manner through appropriate procedures, and transaction results shall be regularly evaluated based

on fair criteria for mutual improvement.

5. The Company and its partners shall make mutual efforts to create a clean trading environment and maintain fair trade order.

Article 4 (Responsibility to the Nation and Society)

The Company shall respect the ethical values of society, fulfill its responsibilities as a corporate citizen, and contribute to the development of the nation and society through sound corporate management.

1. The Company shall faithfully fulfill the roles and obligations required as a member of the nation and society, and pursue harmony and co-development with local communities.

2. The Company shall refrain from activities that harm the national economy or create social disharmony, and shall develop businesses that align with public sentiment.

3. The Company shall contribute to national development by creating jobs and faithfully paying taxes, and encourage healthy social participation activities of its executives and employees.

4. The Company shall make its best efforts to prevent environmental pollution and preserve nature for a clean environment.

5. The Company shall contribute to social development through various corporate social responsibility (CSR) activities, including cultural and welfare programs.

Article 5 (Company's Responsibility to Executives and Employees)

The Company shall provide equal opportunities to its executives and employees based on their abilities and qualifications, apply fair evaluation criteria, and strive to ensure they receive just compensation.

1. The Company shall do its best to help executives and employees achieve pride and fulfillment through their work based on a strong sense of ownership.

2. The Company shall provide equal opportunities for executives and employees to improve their capabilities, and shall not discriminate based on academic background, gender, age, or region of origin.

3. The Company shall establish and apply clear evaluation standards for qualifications, abilities, and achievements to encourage self-development among executives and

employees and ensure fair compensation.

4. The Company shall respect personal privacy as long as it does not undermine public morals, and build a mature organizational culture based on mutual trust and understanding.

5. The Company shall establish the necessary systems and foster an environment where executives and employees can freely make suggestions, recommendations, and express grievances.

Article 6 (Basic Ethics of Executives and Employees)

Executives and employees shall maintain honor and dignity, and faithfully perform their assigned responsibilities and duties to foster sound practices and organizational culture.

1. Executives and employees shall always strive to uphold the Company's honor with refined language, neat attire, and polite behavior, maintaining the mindset that they represent the Company based on pride and dignity.

2. All duties shall be performed fairly. In cases where company regulations do not exist or are unclear, duties shall be executed transparently and rationally.

3. Executives and employees shall not engage in activities that cause disharmony within the organization or harm a healthy corporate culture by forming factions or private groups based on blood, regional, or school ties.

4. Executives and employees shall not, directly or indirectly, propose or provide any improper benefits, such as gifts, travel, or entertainment, to any external entity for the purpose of influencing specific actions.

5. Executives and employees shall not engage in any corrupt practices, including the direct or indirect receipt of money, goods, entertainment, hospitality, or conveniences from partners or business stakeholders.

6. Executives and employees shall not engage in sexual harassment or activities such as verbal abuse, slander, negative prejudice, or hostile language toward superiors, colleagues, or subordinates.

7. Executives and employees shall not use the company's internal information system for activities unrelated to work, such as gaming, obscenity, or gambling.

8. Executives and employees shall not disclose the Company’s internal information, including intellectual property rights, business information, and personal data, to external parties without prior approval from the Company during their employment or after retirement.

9. Information regarding customers or partner companies shall never be disclosed to third parties without prior consent.

10. Executives and employees shall constantly strive for self-development to establish correct values in line with the era of globalization and openness, and to acquire specialized knowledge and skills.