

# Code of Ethics

Chengsong M&I Co. Ltd.

## Chapter 1 : General Principles

### **Article 1 【 Purpose 】**

The purpose of this Code of Ethics (hereinafter referred to as the “Code”) is to provide employees of Chengsong M&I Co. Ltd. (hereinafter referred to as “employees”) with guidelines for making sound decisions and ethical judgments.

### **Article 2 【 Applicability 】**

This Code applies to all employees affiliated with Chengsong M&I Co.,Ltd. (hereinafter referred as the “Company”)

## Chapter 2 : Basic ethics of Employees

### **Article 3 【 Basic Ethics of Employees 】**

1. Employees shall uphold pride and dignity as employees of Chengsong M&I Co.,Ltd. Maintaining an honest and sincere attitude at all times.
2. Employees shall strive to uphold high ethical values, working towards preserving and enhancing personal dignity and the honor of the company.
3. Employees, while performing their duties, shall comply with all relevant laws and regulations and act in a manner consistent with their conscience.

### **Article 4 【 Fulfillment of Duties 】**

Employees shall share the company’s management philosophy and vision, empathize with the objectives and values pursued by the company, and fulfill their responsibilities with creativity and diligence.

### **Article 5 【 Self-Development 】**

Employees shall establish for themselves an ideal profile of competencies suitable for the era of globalization and openness, continuously striving for self-improvement to align with these competencies.

### **Article 6 【 Fair Execution of Duties 】**

1. Employees shall perform their duties fairly by adhering to relevant laws and regulations.
2. Employees shall refrain from engaging in unethical or illegal actions, such as giving or receiving unfair instructions, recommendations, solicitation, or offering special favors that could hinder fair performance, whether for themselves or others, and that could bring societal condemnation.

### **Article 7 【 Avoidance of Conflicts of interest 】**

1. Employees shall make efforts to avoid actions or relationships in the course of performing their duties that conflict with the interests of the company.
2. In situations where the interests between the company and individuals or departments conflict, employees must prioritize the interests of the company.

### **Article 8 【Prohibition of Unfair Gains】**

Employees shall not offer or receive money, gifts, or any other benefits beyond the scope of socially accepted norms in relation to their duties that could undermine fairness to individuals involved in their duties, or accept benefits from the

### **Article 9 【 Differentiation of Public and Personal Affairs】**

1. Employees must clearly differentiate between public and personal matters while performing their duties.
2. Employees shall not use the company's property for personal purposes or utilize the company's budget for purposes beyond its intended use, causing financial losses to the company.
3. Employees shall not allocate working hours for personal activities that disrupt work performance or engage in inappropriate usage of company systems, such as accessing online games, gambling, or visiting explicit websites, for purposes unrelated to work.

### **Article 10 【 Employee Relations 】**

1. Employees must maintain basic courtesy necessary for workplace interactions among themselves and should refrain from actions causing discomfort, such as using improper language or denigrating other employees.
2. Employees should avoid creating factions or practicing discriminatory treatment.
3. Employees should refrain from engaging in behaviors among themselves, such as unfair solicitations, excessively providing gifts beyond societal norms, or engaging in financial transactions.
4. Superiors should not issue unfair instructions to subordinates, while subordinates should comply with legitimate instructions from superiors, but reject unfair directives.
5. Employees should refrain from behaviors among themselves that induce sexual temptation or assault.

### **Article 11 【 Healthy Lifestyle 】**

1. Employees should reject ostentation and integrate frugal attitudes towards material possessions, embracing a healthy leisure lifestyle.
2. Employees should endeavor to establish a healthy culture surrounding life events, refrain from excessive notifications of personal life events to work-related individuals, and ensure that gifts related to such events do not exceed societal norms.

#### **Article 11 【 Transparent Information and Accounting Management 】**

1. Employees must acquire and manage all information in a fair and transparent manner, ensuring accurate and honest recording and management of information such as accounting records.
2. Employees must not disclose or improperly utilize work-related acquired information to external parties without prior authorization or approval from the CEO or head of the respective department.
3. Employees should not engage in false or exaggerated reporting for the benefit of specific individuals or departments, nor conceal or monopolize crucial information.
4. The company enhances the transparency and credibility of its management by disclosing management information in accordance with relevant laws and regulations.

### **Chapter 3 : Ethics Regarding Customers**

#### **Article 13 【 Respect for Customers 】**

Employees, acknowledging that customers are the reason and goal for our existence, consistently show respect towards customers. Employees must prioritize customers and consider matters from the customer's perspective as the foremost criterion for all actions.

#### **Article 14 【 Customer Satisfaction 】**

1. Employees constantly strive to provide the best technologies, education, materials, and services that accurately meet customer demands and expectations.
2. Employees attentively listen to and humbly accept customer opinions and suggestions, handling customer complaints promptly and fairly.

#### **Article 15 【 Protection of Customer Interests 】**

1. Employees consider customer assets, intellectual property rights, trade secrets, and customer information as more valuable than the company's assets, and they refrain from engaging in unethical actions that harm customer interests.
2. Employees provide accurate and timely information to customers, ensuring that customers are informed of necessary facts.

### **Chapter 4 : Ethics Regarding Business Partners**

#### **Article 16 【 Compliance with Trading Regulations 】**

Employees, in all business transactions, comply with the general regulations of the respective country and region and respect domestic and international business customs.

#### **Article 17 【 Pursuit of Free Competition 】**

Employees pursue fair competition based on mutual respect with competition authorities, respecting the principles of a market economy according to the principle of free competition.

#### **Article 18 【 Fair Trade 】**

1. Employees provide equal opportunities to all qualified individuals or entities in the company's bidding, contracting, and procurement processes for construction, services, or purchasing goods.
2. All transactions should be carried out fairly from a position of mutual equality, ensuring transparency in routine business proceedings at all times.
3. Employees refrain from using a dominant position in transactions to demand money or exert pressure for unfair transaction conditions or interference in management.
4. Employees enter into and adhere to integrity contracts in all transactions.

### **Chapter 5 : Ethics Regarding Employees**

#### **Article 19 【 Respect for Employees 】**

The company treats each individual employee as a dignified person with trust and affection, respecting their personal religious, political beliefs, and private life.

#### **Article 20 【 Fair Treatment 】**

The company provides equal opportunities based on individual capabilities and qualities in areas such as education and promotion. Performance and achievements are evaluated and rewarded fairly without discrimination based on gender, education, age, religion, region of origin, physical attributes, etc.

#### **Article 21 【 Promotion of Talent Development and Creativity 】**

The company actively supports the development of employees' abilities to foster professional and creative talents. It creates conditions for all employees to freely propose and express ideas to encourage original and autonomous thinking and action.

#### **Article 22 【 Enhancement of Quality of Life】**

1. The company establishes systems that allow employees to perform their duties in a fair and rewarding manner through legitimate means.
2. Company creates a pleasant and safe working environment for employees, actively developing programs to improve the quality of life, including health, education, welfare, and family well-being.

## Chapter 6 : Ethics Regarding the Nation and Society

### **Article 23 【 Contribution to National and Local Community Development 】**

1. Employees must contribute to the development of the nation and local community by promoting the company as a strong manufacturing entity through rational and responsible management. This should be achieved by efficiently conducting business operations, maintaining and enhancing the safety and health of workers, promoting employer-initiated accident prevention activities, and contributing to economic development. Furthermore, contributing to the development of the nation and local community should also encompass researching and developing new technologies to create social wealth.
2. Employees, as integral parts of the local community, should humbly acknowledge and diligently endeavor to address the fair demands of various societal strata and local residents.
3. The company should actively support employee engagement in societal activities and strive to contribute to the cultural and economic progress of the local community.

### **Article 24 【 Prohibition of Improper Political Intervention 】**

1. Employees must refrain from improperly intervening in politics in violation of laws or relevant regulations.
2. Employees engaging in lawful political activities under laws or related regulations should exercise caution to avoid being misunderstood as representing the company's political endeavors.

### **Article 25 【 Safety and Risk Prevention 】**

Employees must maintain cleanliness in their workspaces and strive to prevent hazards and accidents by adhering to all relevant regulations and standards regarding safety.

### **Article 26 【 Environmental Protection 】**

Employees must deeply recognize the importance of environmental issues, acquaint themselves sufficiently with domestic and international environmental regulations, and make efforts toward environmental protection and pollution prevention both domestically and internationally.

### **Article 27 【 Labor-Management Harmony 】**

All employees should recognize that both labor and management are stakeholders and should strive for coexistence and prosperity based on trust and harmony between labor and management.

### **Article 28 【 Compliance with International Business Norms 】**

Employees engaging in international trade must adhere to international agreements and regulations related to investment, trade, and anti-bribery protocols, respecting the laws and culture of the host country while contributing to its economic development.

## **Chapter 7 : Principles for Protecting Internal Whistleblowers**

### **Article 29 【 Inquiry and Reporting System 】**

The CEO should respond to inquiries regarding ethical management concerns through written communication, phone calls, or the intranet. Moreover, if any coercion for unethical behavior is perceived or known, the CEO should enable reporting, whistleblowing, or internal disclosures of such incidents.

### **Article 30 【 Protected Parties 】**

The CEO should protect executives and all employees who report, disclose, or internally blow the whistle on facts or acts that undermine ethical management. The CEO is the guardian of whistleblowers, reporters, and internal whistleblowers. The Ethics Management Committee should take every possible measure, including severely restricting access to whistleblowers, reporters, and internal whistleblowers' reports.

### **Article 31 【 Obligation Regarding Internal Whistleblowing 】**

Executives and all employees of the company, when confronted with matters that could lead to ethical breaches or receive suggestions related to such matters from internal departments or colleagues, should notify and consult with the CEO.

### **Article 32 【 Protection of Whistleblowers and Internal Whistleblowers 】**

1. The CEO should handle reports and internal whistleblowing anonymously.
2. Under no circumstances should these incidents be disclosed even after their resolution.
3. The CEO must make every effort and take all measures to ensure that whistleblowers and internal whistleblowers do not face any disadvantages thereafter.

### **Article 33 【 Burden of Proof and Exemption 】**

1. Those who report, disclose, or internally blow the whistle on ethical management concerns or perceive coercion for unethical behavior should do so using their real names.
2. Responsibility for cases where the claims of whistleblowers or internal whistleblowers are not specifically substantiated lies with them.
3. If an executive or employee of the company engages in misconduct or behavior that violates ethical regulations but reports or blows the whistle on such behavior to the CEO, they may be exempt from punishment or disciplinary action for that behavior.
4. Any employee of the company may refuse to comply if coerced by their departmental superior or executive to engage in behavior that violates ethical regulations. In this case, the

employee should not face any disadvantages even if they refuse to comply with their superior's unethical demands. Any employee who faces repercussions due to such refusal can request correction and protection from the CEO.

## Chapter 7 : Supplementary Rules

### Article 34 【 Obligation to Comply and Responsibility 】

1. All employees must be familiar and comply with the code of conduct and will be held accountable for any violations.
2. The CEO, executives, heads of departments, and team leaders are responsible for managing and supervising the compliance of their subordinates with the code of conduct.

### Article 45 【 Education 】

1. 대표이사는 임직원에게 대하여 윤리의식과 강령 준수를 위한 교육계획을 수립·시행하여야 한다.
2. 제1항에 의한 교육은 매년 1회 이상 실시하되 신입사원에 대해서는 신규임용시 교육을 실시하여야 한다.
3. 대표이사는 제1항 및 제2항의 규정에 의한 교육을 실시하기 위하여 사업부서의 장으로 하여금 이 강령의 교육을 시행하게 할 수 있다.

### Article 36 【 Rewards and Disciplinary Actions 】

1. The CEO may grant corresponding rewards or commendations to employees who comply with the code of conduct and contribute to establishing ethical management.
2. The CEO or heads of departments may take disciplinary action against employees who violate the code of conduct.
3. The type, procedure and effect of disciplinary action according to Clause 2 shall be in accordance with the company's disciplinary actions.



### **Article 37 【 Establishment of Ethics Management Committee 】**

1. The CEO may establish an Ethics Management Committee and operate it if deemed necessary for the smooth implementation and practice of ethical management, and to promote compliance with the code of conduct.
2. The Ethics Management Committee shall carry out the following tasks:
  - 1) Making significant decisions regarding the promotion of ethical management.
  - 2) Formulating and amending regulations related to ethical management.
  - 3) Exercising authority to interpret important regulations related to ethical management.
  - 4) Matters concerning employees' adherence to the code of conduct.
  - 5) Other necessary matters for the operation, implementation, and practice of ethical management and code of conduct.

### **Article 38 【 Operation of the Code of Conduct 】**

The CEO must continuously revise, develop, and operate the content of the code of conduct in accordance with the organizational development and changes in the environment.

## **Transitional Provisions**

1. (Effective Date) This regulation shall be effective from 2012 11 . 1 onwards.