

위대함상상

Code of Conduct

TABLE OF CONTENTS

1. Purpose
2. Scope
3. Adherence to Our Values
4. Social Responsibility as Corporate Citizens
5. Our Code of Conduct
6. Prohibition Against Conflicts of Interest
7. Anti-Corruption and Anti-Money Laundering
8. Protection of Assets
9. Fair Trade
10. Compliance with the Code of Conduct

1. Purpose

The purpose of this Code of Conduct is to stipulate standards of conduct for all executives and employees of Wesang Co., Ltd. (hereinafter “the Company”) to adhere to at the workplace to foster a sound and fair corporate culture.

2. Scope

This Code of Conduct applies to all executives and employees (hereinafter “We”) at the Company’s domestic and overseas business sites.

3. Adherence to Our Values

We prioritized the following 7 values in our decision-making process and in conducting business.

- 1 (Customer Focus) We prioritize satisfaction of customers across all our decisions.
- 2 (Company-wide Perspective) We make decisions and act together as one company, not as individuals or teams.
- 3 (Proactiveness) We are proactive and take the initiative to create greater value.
- 4 (Aim Higher) We aim higher and take calculated risks to achieve greater success.
- 5 (Speed) We move with a greater sense of urgency, and iterate on lessons learned.
- 6 (Speak Up) We speak up if we have an opinion.
- 7 (Respect) We respect our teams and communicate with kindness.

4. Social Responsibility as Corporate Citizens

We bear responsibility to the society as corporate citizens and practice mutual management (co-prosperity/cooperation).

- 1 (Environmental Protection) We make continuous efforts to protect the environment in all business activities.
- 2 (Safety and Health) We comply with international standards, applicable laws, and internal regulations related to safety. We prevent safety accidents at work by following safety rules and creating a pleasant working environment.
- 3 (Co-prosperity Cooperation) We pursue mutual development by forming and supporting partnerships with our partners and promote sound social development through public interest activities in each field.

5. Our Code of Conduct

With a sense of ownership, we are compliant with laws, company rules, and ethical standards and form a healthy corporate culture as we care for each other.

- 1 (Compliance with Laws and Company Rules) We comply with all applicable laws, regulations, company rules related to our work, respect market competition order, and conduct business in a fair manner.
- 2 (Fair Performance of Our Duties) We perform all duties to the best of our ability with fairness and honesty and foster a sound corporate culture. We do not take any form of benefit that could undermine fairness in judgment in relation to our duties, and we do not engage in any immoral or unethical behavior in performing our duties.
- 3 (Creating an organizational culture of respect and care) We do not make any verbal statements or engage in conducts that harm healthy relationships with colleagues, such as sexual harassment, financial transactions, bullying, or discrimination. We strive to maintain a safe and healthy working environment based on mutual trust and smooth communication.
- 4 (Fair Personnel Management) We respect individual diversity and human rights. In addition, we do not discriminate based on personal characteristics, such as religion, age, disability, marital status or

pregnancy. We offer equal employment/job opportunities for everyone based on their qualifications, skills, or work performance.

6. Prohibition Against Conflicts of Interest

We strive to avoid conflicts of interest and prioritize the Company's interests.

Conflicts of interest arise when executives or employees encounter actual or potential conflict between their private interests and job responsibilities, hindering their ability to act in the Company's best interest or placing them in a risky situation. However, conduct permitted by the company (e.g. participating in an employee referral program) may be allowed in accordance with the Company's policy.

If any actual or potential conflicts of interest are identified, it should be promptly disclosed to either one or more of the following departments: People & Culture Division, Audit Department, or Legal Department.

If the Company determines that there is a conflict of interest, the duties of the persons involved may be changed, or they may be transferred to different departments.

- 1 (Prohibition of Gifts, Entertainments, etc.) We refrain from receiving or providing benefits, such as gifts and entertainments, to private stakeholders (including, but not limited to, acquaintances, family members, etc.) or financial stakeholders while performing our duties. However, benefits in the form of gifts and entertainment are only permitted with prior approval from the Company to the extent permitted by law.
- 2 (Prohibition of Concurrent Posts) Holding concurrent posts or second jobs are prohibited. However, those who receive prior approval from the Company may be permitted in accordance with internal regulations.

7. Anti-Corruption and Anti-Money Laundering

We comply with domestic and international Anti-Corruption and Anti-Money Laundering regulations and do not engage in any corruption or money laundering activities.

Corrupt practices refer to the act of providing or promising tangible or intangible benefits to public officials, political figures, or third parties to achieve specific purposes. It also includes demanding, receiving, or offering tangible or intangible benefits to others or any conduct that engages third parties to contribute to it.

Money laundering refers to disguising or concealing acquisition or disposal of illegal property.

- 1 (Prohibition of Any Form of Bribery) We do not offer tangible or intangible benefits (including but not limited to economic or financial benefits, donations, etc.) to others, including public officials, major political figures, or anyone who is related to or intends to do business with the Company; nor do we accept a bribe against domestic and international anti-corruption regulations (The Improper Solicitation and Graft Act).
- 2 (Accurate Accounting and Financial Records) We accurately record and classify all expenditures paid to public officials, etc. in accordance with the company's internal regulations. To that end, all expenditure details must be proven through objective evidence.
- 3 (Anti-Money Laundering) We do not conduct any activities whatsoever that may violate domestic or international Anti-Money Laundering regulations. If we identify any suspicious conduct, we will immediately notify the Legal department of the incident.

8. Protection of Assets

We protect and respect the assets of the Company, executive, employees, and customers.

- 1 (Prohibition of Private Use of Assets) We must use all company assets, regardless of its form, such as the Company's budget, physical property, intellectual property, trade secrets, and data, solely for business purposes only – not for the benefit of ourselves or a third party.
- 2 (Protection of Trade Secrets) We must protect the Company's trade secrets and other confidential information in our possession when performing our duties. We shall not use them for personal purposes, nor shall we disclose them to unauthorized persons without the consent or approval of the Company.
- 3 (Prohibition of Use of Confidential Information) We do not request other employees to provide or disclose to read any formats of confidential information, whether written or not, and we refuse any such request.
- 4 (Personal Data Protection) We must strive to protect the personal data of customers, executives, and employees. When collecting, using, providing, entrusting, or processing personal information for business purposes, the use is limited to the scope of relevant regulations or consent.

9. Fair Trade

We comply with fair trade related laws and ensure equal participation opportunities in all transactions.

- 1 (Fair Competition) We respect fair and free market economic order and compete fairly with competitors.
- 2 (Fair Trade) We do not engage in any form of unfair conduct nor exercise to influence by abusing our superior position to gain advantage from our partners.
- 3 (Provide Fair Opportunities) We provide fair opportunities to all individuals and corporations, who wish to conduct business with us, in accordance with fair and transparent standards and procedures.

10. Compliance with the Code of Conduct

We faithfully comply with the Code of Conduct and are responsible for any violations thereof. If you notice a violation of the Code of Conduct or have a reasonable suspicion of a violation, you may report it to the Company by using the two channels below. If you find it difficult to determine whether it is a violation of the Code of Conduct, you may contact the Legal Department (legal@wesang.com).

- Whistleblower's Hotline, independently operated by the Audit Department (Whistleblower Hotline) (<https://www.redwhistle.org/report/report.asp?organ=8225&RType=1>)
- Email: Audit Department (audit@wesang.com), Cleanyo (cleanyo@wesang.com)