

JAEWON INDUSTRIAL CO., LTD.

Supplier Code of Conduct

(Version 1.0)

Introduction

Jaewon Industrial Co., Ltd. ("Jaewon") has established this JAEWON INDUSTRIAL CO., LTD. Supplier Code of Conduct (this "Code") to strengthen compliance management, which is the basis for shared growth between Jaewon and its suppliers ("Suppliers").

This Code provides what Jaewon requires from Suppliers, and Suppliers shall comply with this Code.

This Code may be amended according to the changes in policies and standards of Jaewon.

In the event of a conflict between this Code and local laws and regulation, the stricter standards shall apply.

Labor and Human Rights

Suppliers shall endeavor to create a working environment free of illegal discrimination and harassment in employment practices, and there shall be no harsh or inhumane treatment, such as unreasonable restrictions on workers.

The works of all types of workers including temporary workers, migrant workers, trainees, and dispatched workers, shall be voluntary, not forced. Suppliers shall ensure compliance with working age including prohibition of child labor, compliance with legal working hours, compliance with the legal minimum wage, guarantee of humanitarian treatment and non-discrimination, prohibition of abuse, and freedom of association.

Health and Safety

Suppliers shall remove all risk factors for industrial safety, take preventive measures accordingly, and provide workers with appropriate individual protective equipment for industrial hygiene to avoid exposure to risk factors. In addition, emergency measures and response procedures shall be established to minimize damage, and procedures and systems shall be

established to manage industrial accidents and occupational diseases. All facilities shall be kept clean and provided to workers, manual labor risks shall be controlled in advance, and safety risks of production facilities or other facilities shall be assessed.

In addition, workers shall be provided with clean toilets, drinking water, hygienic food cooking and storage space, and dining areas, and workers' dormitories shall be clean and safe.

Environmental Protection

Suppliers shall endeavor to reduce pollution, and prevent environmental accidents by obtaining environmental licenses, reducing pollution and resource use, managing hazardous materials, managing solid waste, reducing air pollutants, complying with hazardous substances regulations in products, managing water resources, reducing energy consumption, and minimizing greenhouse gas emissions.

Ethical Management

Suppliers shall strictly comply with all laws and regulations based on free competition and fair trade, and carry out all transactions legally and ethically. Suppliers shall maintain the highest level of integrity in business relationships, and strive to prevent unfair profits, disclose information, protect intellectual property rights, comply with fair trade, advertising, and competition standards, protect identity, prohibit retaliation, manage responsible materials, protect customer information, and protect personal information.

The Management System

Suppliers shall establish a management system in the areas of labor and human rights, health, safety, environment, and ethics, and shall endeavor to ensure that the followings are implemented: 1) expression of willingness to comply, 2) duties and responsibilities of management, 3) response to laws and regulations and customer requirements, 4) risk management, 5) establishment of improvement goals, 6) training, 7) communication, 8) employee feedback, participation, and grievance handling, 9) audit and

assessment, 10) corrective action processes, and 11) creation and maintenance of documents and records.

In addition, Suppliers shall require and support its suppliers, contractors, etc. to participate in the responsible business activities directed by this Code.