
DOOWON ELECTRONICS

Ethics Policy and Code of Conduct

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[5 Ethical Principles of DOOWON ELECTRONICS]

1. We carry out our duties with clear and transparent standards, fulfilling our responsibilities with integrity and our best efforts.
2. We compete fairly in the marketplace and engage in equitable transactions with our business partners.
3. We provide safe products, the best services, and accurate information to realize customer value, and we strictly protect personal information.
4. We respect each member as an individual with dignity and provide fair working conditions and a safe work environment.
5. As a global corporate citizen, we contribute to sustainable development by fulfilling our social responsibilities, enabling shared prosperity with diverse stakeholders

1. Overview

A. Purpose of Enactment

DOOWON Electronics aims to become a global company that contributes to the aspirations of humanity by creating a new future through creative thinking and continuous challenges.

The practice of ethical management serves as the foundation for this goal. Accordingly, Doowon Electronics has revised its Ethics Policy and Code of Conduct to become a trusted partner to various stakeholders and to enhance customer value.

All members of Doowon Electronics are required to comply with this Ethics Policy and Code of Conduct.

B. Scope of Application

The Ethics Policy and Code of Conduct applies to all domestic and overseas subsidiaries of Doowon Electronics, and all executives and employees of Doowon Electronics are expected to act in accordance with this policy. Every member of the organization to which this Ethics Policy and Code of Conduct applies must comply with the laws and regulations of their respective countries while also carrying out their duties in alignment with this policy.

Furthermore, all stakeholders engaged in business relationships with the company are encouraged to respect this Ethics Policy and Code of Conduct.

Companies subject to this Ethics Policy and Code of Conduct must operate in accordance with related rules, policies, and guidelines based on this document. If any part of this Ethics Policy and Code of Conduct conflicts with local laws or regulations, the stricter standard shall take precedence. If local laws apply, the policy may be adapted to reflect the requirements and industrial characteristics of the respective country. If necessary, separate and detailed policies may also be established.

2. Ethics for Executives and Employees

We conduct our work based on clear and transparent standards, fulfill our responsibilities with sincerity and our best efforts, and strive to maintain the highest level of integrity in all business relationships.

Category	Guideline
Bribery	Executives and employees must not receive, offer, or promise to offer any illegal or unethical benefits or bribes, in monetary or non-monetary form, from or to stakeholders.
Solicitation	Unfair solicitations between employees and stakeholders or among internal staff are strictly prohibited. Monitoring and enforcement procedures must be implemented to voluntarily comply with anti-corruption laws.
Conflict of Interest	All actions that may present a conflict between company and personal interests are prohibited. If unavoidable, employees must act in the legal framework with priority given to the interests of the company and customers. If confirmation of a potential conflict is needed, employees must consult with the compliance department in advance.
Insider Trading	Confidential knowledge or information obtained directly or indirectly through the course of duties must not be disclosed or used for personal gain.
Workplace Ethics	Regardless of time or place, employees must fulfill their responsibilities during work-related activities and must use company assets and facilities solely for business purposes.
Abuse of Authority	Employees must not misuse their job authority or position to exert undue influence or to seek illegal benefits for the company or themselves.
Documentation & Reporting	Employees must not create, report, or share with internal or external stakeholders any documents based on concealment, understatement, exaggeration, falsification, or manipulated content.

Bribery refers to any form of benefit offered or received to obtain monetary or non-monetary advantage, including but not limited to cash, services, entertainment, gifts, donations, sponsorships, preferential treatment, or the provision of conveniences.

Insider trading often involves the use of company-related confidential information such as trade secrets, proprietary knowledge, business information, organizational developments such as mergers and acquisitions, stock-related information, and internal decision-making details.

3. Fair Competition and Transactions

We comply with sound market competition principles, compete fairly and squarely in the market, and conduct transactions fairly with our contractual partners.

Category	Guideline
Antitrust	We do not engage in unfair trade practices such as abusing market dominance or trading position that may hinder fair competition.
Collusion	We do not agree with other businesses to unfairly restrict competition regarding product or service prices, supply volumes, trading areas, or transaction conditions. If contact with competitors is unavoidable in business, we refrain from actions that could be interpreted as price-fixing, sales conditions, production volume coordination, cooperative support, market sharing, or allocation proposals.
Unfair Competition	We do not obtain information from competitors, partners, or other organizations through unfair means, nor do we use or disclose information obtained unfairly by the company or third parties.
Money Laundering	We do not engage in any activities related to money laundering involving customers, partners, suppliers, or other organizations and individuals.
Intellectual Property Rights	We protect trade secrets of partner companies under contractual relationships, respect intellectual property rights, and do not infringe upon the intellectual property rights of other companies or individuals.
Tax Compliance	We comply with the tax laws of each country where our business operates to ensure transparent and fair tax handling and do not evade legitimate tax obligations.
Procurement	We pursue fair and mutually beneficial relationships with suppliers and do not engage in unjust or unfair trading practices.
Anti-Dumping / Origin	We do not engage in dumping by selling products below fair value or promoting exports through inappropriate government subsidies. Additionally, we do not falsify country of origin information to avoid customs duties.
Conflict Minerals	We comply with all relevant laws and regulations related to conflict minerals and carefully manage the use of conflict minerals (tantalum, tin, tungsten, and gold) from conflict-affected areas.

4. Realization of Customer Value

We provide safe products, the highest quality services, and accurate information to realize customer value, while strictly protecting personal information.

Category	Guideline
Customer Safety	We do not make decisions that compromise customer safety at any stage, including R&D, raw material procurement, production, sales and distribution, and after-sales service.
Quality	We do not engage in any actions that undermine the quality standards necessary to reliably provide customers with the best products and services.
Accurate Information	We provide customers with truthful and useful information about products and services to help them make informed decisions, and do not provide false or exaggerated information.
Personal Information Protection	We comply with relevant laws and regulations to protect the personal information of customers and partners and do not engage in any unlawful infringement of personal information.
Customer Feedback	We listen carefully to customer opinions on products and services and actively accept legitimate demands and reasonable suggestions.
Customer Accessibility	We take necessary measures to ensure that no customers face unjust restrictions in using products and services due to gender, age, disability, language, or other reasons.
Product Liability	We proactively provide necessary information to prevent customer harm and risks, and responsibly implement measures to ensure the safety and quality of products and services.
Counterfeit Parts	We establish and manage appropriate methods and processes to prevent the infiltration of counterfeit parts and materials into our products.

5. Respect for Executives and Employees

We respect each member as an individual with dignity and provide fair working conditions and a safe work environment.

Category	Guideline
Human Rights	We respect each employee as an individual and take proactive measures to protect human rights universally recognized by society.
Child Labor and Forced Labor	We comply with the labor laws of the countries where our workplaces are located and prohibit child labor and forced labor within the workplace.
Non-Discrimination	We do not discriminate against employees based on nationality, place of origin, race, gender, age, culture, religion, disability, education, political opinion, or personal preference.
Equal Opportunity	We provide equal education and growth opportunities based on ability and merit, and evaluate and reward performance fairly.
Workplace Harassment	We prohibit all forms of verbal or physical violence, sexual harassment, bullying, threats, and any online or offline acts that insult dignity or violate human respect.
Safety and Health	We actively take necessary measures to ensure employee safety and maintain a work environment free from occupational accidents, injuries, disasters, illnesses, and infections.
Work-Life Balance	We strive to provide a work environment that supports a harmonious balance between employees' work and personal life.

6. Pursuit of Sustainability

As a global corporate citizen, we contribute to sustainable development that enables diverse stakeholders to prosper together through the fulfillment of our social responsibilities.

Category	Guideline
Sustainable Development	We fulfill our responsibility to contribute to achieving the Sustainable Development Goals (SDGs) by addressing environmental and social issues facing humanity in our management decision-making processes.
Environment	We recognize the environment as a precious asset to be preserved for future generations and actively fulfill our responsibility to minimize negative environmental impacts across all areas of business.
Social Contribution	We actively identify social issues facing our society and humanity at large and actively seek solutions to address them.
Stakeholder Engagement	We identify stakeholders who are affected by or can affect the company's management and actively communicate and act on important sustainability-related matters.
Donations and Sponsorships	Charitable donations and sponsorships are conducted fairly according to internal execution standards and procedures, with political donations or sponsorships prohibited.
Shareholder Value	We pursue the enhancement of company and shareholder value through sustainable management practices.
Disclosure	Financial and non-financial information (including management activity information) is recorded and disclosed timely in accordance with applicable laws and regulations.

7. Management System

Category	Guideline
Accountability of Organizational Leaders	Leaders of organizations applying this Ethics Policy and Code of Conduct must actively support and manage their employees and related stakeholders to properly implement the policy.
Organization and Reporting	Organizations applying this Ethics Policy and Code of Conduct must establish appropriate organizational and reporting structures for ethical risk prevention and due diligence, clarifying responsibilities and roles.
Monitoring and Due Diligence	Organizations applying this policy must continuously monitor ethical risks and establish systems for due diligence.
Internal Controls	Organizations applying this policy must implement a 24-hour accessible reporting system for internal and external parties, and introduce appropriate internal control systems such as regular or ad-hoc audits.
Protection of Whistleblowers	Organizations must protect the identity and safety of whistleblowers and take necessary measures to prevent unfair treatment, discrimination, or retaliation.
Revision	This Ethics Policy and Code of Conduct must be reviewed and revised regularly.
Training	Organizations applying this policy must provide appropriate training so that employees understand and can practice the principles of the Ethics Policy and Code of Conduct.
Handling Violations	Organizations must promptly take necessary actions according to internal regulations when violations occur.