
MCNEX CODE OF ETHICS

2007. 01. 01

Article 1 (Purpose)

The purpose of this Code of Ethics is to establish the order and corporate ethics for all transactions conducted by MCNEX Co., Ltd. and to set the standards for correct value judgment and related matters.

Article 2 (Application)

This Code of Ethics applies to employees of MCNEX Co., Ltd. and those who are dispatched to perform duties at the company.

Article 3 (Basic ethics of employees)

1. Recognize that the company's honor is connected to individual actions and do not engage in any behavior that damages honor and dignity.
2. Faithfully perform our duties in accordance with the company's vision and policies and comply with all relevant laws and regulations.
3. Properly maintain and manage the company's assets, keep company-related information confidential, and do not use it without the company's consent.
4. Promote the development of the company and individuals through continuous self-development.
5. Do not accept any form of financial benefit from stakeholders that may impair the fairness of judgment related to our duties.
6. Do not engage in immoral or unethical behavior that could be condemned by society in both daily life and work.
7. Do not engage in sexual harassment, including actions that infringe on individual rights, or any verbal, physical, or visual behavior that causes discomfort to others.

Article 4 (Respecting Customers)

1. Employees should always respect customers, think from the customer's perspective, prioritize customers in all actions, and strive to provide the best service that meets customer needs and expectations.
2. Employees should listen to customer opinions and handle suggestions or complaints as quickly and fairly as possible.
3. Recognizing that the development of customers is the same as the development of the company, employees should continuously strive to provide real value to customers.
4. Employees should thoroughly check that the raw materials, subsidiary materials, and parts supplied by partners comply with the company's specifications and safety regulations and are not counterfeit, in order to provide the highest quality products to customers.
5. Employees should comply with laws and regulations related to customer privacy and collect and manage customer personal information according to legal procedures to prevent any leakage.

Article 5 (Respecting Shareholders)

1. Create profit and enhance both corporate value and shareholder value through transparent decision-making and efficient management activities.
2. In cases where a conflict of interest between the company and individuals is unavoidable during the performance of duties, prioritize the interests of the company, shareholders, and other stakeholders.
3. Enhance trust with shareholders and other stakeholders by transparently preparing and managing financial statements and other accounting information in accordance with recognized accounting standards.
4. Prohibit the personal use of insider information acquired through job performance or providing such information to others, including family, relatives, or acquaintances.

Article 6 (Respecting Business Partners)

1. Employees shall engage in transactions in a fair and proper manner and adhere to the principles of good faith competition.
2. Employees shall strive to conduct business fairly and justly from an equal standing, in accordance with the principles of free competition.
3. Ensure equal opportunities for qualified partners and select them through reasonable procedures based on objective and fair evaluation criteria.
4. Provide an explanation of the basic guidelines for transactions with the company and the practice of ethical management when engaging in new transactions.
5. Clarify the evaluation criteria for partners and focus on ensuring transparency.
6. Avoid actions that unfairly determine, maintain, or change the price of goods or services, and do not use unfair methods to unilaterally terminate transactions.
7. Comply with all laws and regulations related to fair trade and refrain from any actions that violate these laws.

Article 7 (Respecting Employees)

1. Respect the privacy of each employee and do not disclose personal information.
2. The company takes appropriate measures to ensure the health and safety of employees in their work performance.
3. Comply with national labor laws and international standards regarding the working conditions and minimum age for child labor.
4. Do not force employees to work against their will through means such as assault, threats, confinement, or other unjust restrictions on mental or physical freedom.
5. Provide equal opportunities, evaluations, and rewards without discrimination based on race, nationality, gender, age, educational background, religion, region, or disability.

Article 8 (Role for the Country and Society)

1. The company contributes to national economic development through continuous job creation and faithful tax payment.
2. Respect local laws, regulations, community cultures, and traditions, and maintain decorum and dignity.
3. Comply with all domestic and international environmental laws and regulations, and make every effort to protect the environment and prevent pollution.
4. Fulfill corporate social responsibilities faithfully and continuously engage in social contribution activities for the development of the local community.

Article 9 (Management and Discipline)

1. The company periodically manages this corporate ethics code.
2. In the event of a violation of these regulations, the Personnel Committee may issue warnings, reduce salaries, or terminate employment through the Personnel Committee. If the internal misconduct is significant, the individual may be disciplined according to the severity of the misconduct through the reporting procedures of domestic and international agencies.

Article 10 (Ethical management compliance and evaluation)

The company establishes, adheres to, and continually evaluates an ethical management system to ensure the highest standards of ethical management.

1. Conduct internal campaigns
2. Establish an internal control system
3. Strengthen ethics management education
4. Operate a dedicated ethics management organization and maintain infrastructure
5. Pursue coexistence and mutual prosperity with partner companies
6. Conduct and evaluate ethics management implementation diagnosis

Article 11 (Ethical management evaluation of business partners)

The company can manage and supervise the ethical management evaluations of its main suppliers on both a regular and ad hoc basis.

1. Rank the ethical management evaluations of suppliers
2. Conduct regular audits
3. Diagnose the ethical management implementation of partner companies
4. Evaluate the compliance of main suppliers with labor standards on a regular and ad hoc basis

Article 12 (Employee Code of Ethics)

Attachment 1: Refer to the attached file for the Code of Ethics and Integrity Obligations Compliance Pledge

Article 13 (Business Management)

The head of the HR department manages labor laws, ethics, and regulations.

Addendum

This regulation shall be amended and enforced from May 13, 2024.