

# KISWIRE GROUP ETHICS POLICY

Under the company's core value, "Always choose what you can do well, and always put best effort on what you have chosen", we shall establish ethical corporate culture through righteousness management by being faithful to the basics and complying with the principles.

## 1. Customer Ethics

### 1) Respect Customers

We shall perceive customers as the foundation of the company's existence, and shall fulfil customer's satisfaction with respect.

### 2) Customer's Trust

We shall actively accommodate customer's reasonable suggestions, provide accurate information on a timely basis, and must keep the premises with the customers.

## 2. Shareholder(Investor) Ethics

### 1) Protection of Shareholders and Investors

We will protect the profit of shareholders and investors by delivering healthy profit through efficient management and transparent decision making.

### 2) Equal Treatment of Shareholders

We will fairly and equally treat the profit and the rights of all shareholders including minority shareholders.

### 3) Consolidation of Internal Control and Transparent Financial Information

We shall eliminate corruption and irrationality through continuous internal control activities, and the transparency of all financial information shall be prepared in compliance with international standards, and be guaranteed through external audits.

## 3. Competitors and Suppliers Ethics

### 1) Fair Competition

We will comply with international standards and local regulations regarding fair competition, and respect the market economic orders.

We will not enter into price fixing, bid/market collusion, or production reduction agreements with competitors, and all corporate information, including competitors', shall be obtained by justifiable means.

### 2) Fair Transaction with Business Partners

We will share mutual benefits and profits with business partners by providing fair opportunities and reasonable transaction terms, and

we shall not exploit the superiority to exert influence or to coerce business partners for any kind of unjust action using dominant market position, and

we will build co-prosperity relationship through mutual respect and trust for overall mutual-development of corporate ecosystem.

#### **4. Social Ethics**

1) Respect for Human Rights and Due Diligence

We will support and respect internationally recognized standards on human rights such as UN Global Compact, and endeavor not to violate human rights in our management activities.

If any of the company's management activities violated human rights or incurred discontents, we shall conduct due diligence to find radical resolutions that will be shared and communicated with the society (local communities).

2) Anti-Corruption

We shall comply with local and international laws and regulations on anti-corruption such as illegal requests and bribery, and

we shall not benefit from any improper/illegal activities that violates fair trade principles.

We shall operate under the "zero tolerance" principle regarding bribery and any other corruption activities.

3) Contribute to the Community

We shall respect the laws and the regulations of the local laws and regulations as well as their culture and tradition, and

as a member of the local community, we shall carry out our obligations and responsibilities for the mutual development by creating and maintaining stable jobs and diligently paying taxes in time.

#### **5. Company & Employees Ethics**

1) Basic Attitudes and Standards as Member of Organization

All employees shall empathize with not only the company's management philosophy, but also the objectives and values that the company pursues, and they shall perform their duties fairly and legally in compliance with the company's regulations.

2) Protection and Management of Assets

The company and all employees comply with the laws and regulations that govern both rights to, and protection of intellectual property, and the company's assets and expenses shall not be improperly used for other purposes than the company's business activities.