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<b>Revision history</b>
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RN	Revision date	Revised contents
0	2003.07.01	Newly enacted Ethical Management Policy
1	2007.06.11	Revision of the Code of Ethics Responsibility Authority, Clarification of Obligation to Comply with Code of Ethics-Related Guidelines
2	2008.01.03	Change of name and mark due to change in company CI
3	2023.05.30	Revisions to Reflect Social Changes

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## 1. Outline

### 1) Scope of Application


This policy shall apply to all officers and employees of Yura Corporation and its affiliates, both domestically and internationally. Additionally, we encourage our business partners to adopt and adhere to this policy or similar ethical guideline.

### 2) Purpose

The purpose of this Ethical Management Policy is to fulfill our corporate social responsibility by practicing transparent and fair management while prioritizing customer satisfaction and striving for the common prosperity of all stakeholders.

### 3) Responsibility and Authority

- (1) The Director of Management Improvement holds the responsibility and authority for the establishment, revision, and implementation of the Code of Ethics, while the Standing Auditor holds the responsibility and authority for ensuring its enforcement.
- (2) Each department head holds the responsibility and authority for implementing the Code of Ethics within their respective areas of responsibility.

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## 2. Ethics Charter

### 1) Detail


In line with our management philosophy of contributing to human society through the creation of superior quality and services driven by human resources and technology, Yura Corporation aims to become a world-class enterprise through fair and transparent corporate governance. We firmly believe that by working together towards technological advancement and maintaining the highest standards of quality through sound corporate ethics and a healthy organizational culture, we can achieve our vision of becoming a globally respected and trusted company. The following “Yura Corporation Ethics Charter” has been established and will serve as the standard for our actions and value judgments.

#### **(1) Contribution to Technological Innovation, Nation and Society**

- We foster a creative and dynamic entrepreneurial spirit, striving to innovate management and technology and deliver the best products and services while upholding ethical standards.
- As a responsible corporate entity, we fulfill our social responsibilities with a commitment to transparency, fairness, and pride in contributing to the national economy.

#### **(2) Customer Satisfaction and Mutual Growth with Partners**

- We place customer satisfaction at the forefront of our priorities, and seek mutual growth through trust and respect with our employees and partners, recognizing them as integral contributors to the creation of new value.
- We respect the cultures and customs of all regions in which we operate and adhere to all relevant laws, regulations and ethical standards.

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**(3) Respect for Humanity and Talent Development**

- We are committed to performing our duties with integrity and sincerity, fostering courtesy and ethics, and creating an organizational culture that values and cares for each individual employee.
- We offer systematic, long-term support to develop employees into autonomous and creative talents.

**(4) Establishment of Transparent Management**

- We promote an honest and transparent corporate culture, conducting all business according to transparent standards and establishing fair relationships with transparent trading conditions.
- We reject any requests or actions that may involve illicit benefits and adhere strictly to ethical practices in all transactions.

**3. Code of Ethics**


This Code of Ethics outlines specific directives for the implementation of ethical management practices to uphold the company's social responsibilities through transparent and fair operations, with a focus on customer satisfaction, and prosperity of all stakeholders.

**1) Core Responsibilities**

**(1) Creation of Superior Products and Services**

We strive to become a world-class company, delivering the best products and services through a commitment to quality-driven management.

(1.1) Quality is our highest value and we are unwavering in our pursuit of excellence.

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(1.2) We contribute to societal progress by creating new values through continuous innovation and research and development.

**(2) Customer-Centric Focus**

We dedicate ourselves to satisfying our customers, guided by the belief that “Yura Corporation exists because of our customers.”

(2.1) Customer satisfaction is paramount in all our decision-making processes.

(2.2) We aim to deliver products and services that meet customer expectations in a timely manner.

**(3) Leading the Improvement of Quality of Life.**

We respect the dignity and worth of all individuals and work towards improving both the spiritual and material quality of life for all.

(3.1) Discrimination based on race, nationality, gender, academic background, religion, or region of origin is strictly prohibited.

(3.2) We are committed to enhancing the quality of life for our employees, their families, and the broader global community.

**2) Respect for Customers**


**(1) Respect and Protection of Customers**

(1.1) We will always respect and appreciate our customers, act from their perspective, and uphold their rights.

(1.2) The safety and interests of customers are paramount, and we are committed to protecting their information and ensuring product stability.

**(2) Customer Service**

(2.1) We will respond promptly and accurately to customer needs.

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(2.2) We are committed to honoring all promises made to our customers.

### **3) Coexistence with Society**

#### **(1) Social Contribution and Environmentally Responsible Management**

(1.1) We contribute to national economic development by creating jobs through sustainable business activities and fulfilling social responsibility through transparent tax contributions.

(1.2) We offer environmentally friendly products and services and committed to maintaining a pollution-free workplace across all stages of our business operations.

#### **(2) Win-Win Cooperation with Partners**

(2.1) In our business and sales activities, we comply with all relevant laws and respect the social values of the communities we serve, including cultural norms and customs.


(2.2) We uphold the market competition and do not engage in unfair practices that violate ethical business standards.

#### **(3) Compliance with Laws and Respect for Culture and Customs**

(3.1) We comply with all laws and regulations governing our business operations and respect cultural customs.

(3.2) We respect the market competition order and do not seek profits through unfair means that violate business ethics.

(3.3) We comply with all laws and regulations governing our business operations and strictly avoid any involvement in illegal activities, including fraud, embezzlement, or obstruction of justice, etc.

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**(4) Improving the Working Environment and Preventing Safety Incidents**

- (4.1) All employees are dedicated to maintaining a safe and comfortable working environment.
- (4.2) We adhere strictly to safety protocols and cooperate fully in case of emergency such as fires or natural disasters.

**4) Basic Ethics for Employees**

**(1) Upholding Honor, Dignity, Autonomy, and Responsibility**


- (1.1) All executives and employees are expected to maintain their honor and dignity by practicing humanity, morality, manners, and etiquette.
- (1.2) Duties are to be performed with fairness, creativity, and a strong sense of responsibility, in compliance with the company regulations and systems.

**(2) Maintaining a Clean Organization and a Healthy Organizational Culture**

- (2.1) We do not use company resources for personal purposes and strive to maintain a collaborative, trust-based organizational culture that encourages smooth communication and mutual respect.
- (2.2) We reject any behavior that undermines healthy relationships, such as harassment or discrimination, and oppose the formation of cliques based on personal ties that harm organizational culture.

**(3) Respect for Intellectual Property Rights and Information Protection**

- (3.1) We respect intellectual property, including trade secrets, and do not disclose confidential company information to third parties, nor do we unlawfully acquire or use others' confidential information.
- (3.2) Information acquired during the course of employment must be securely managed and

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used appropriately.

**(4) Avoiding Conflicts of Interest**

(4.1) In cases where conflicts of interest may arise between the company and individuals, we act within legal boundaries, prioritizing the interests of the company and customers.

**(5) Fair Competition and Trade**

(5.1) We do not engage in anti-competitive practices such as, collusion regarding pricing, supply volumes, or transaction conditions.

(5.2) We do not participate in money laundering activities involving customers, partners, or third-party individuals.

**5) Obligation to Comply with the Code of Ethics**


**(1) Compliance and Prevention of Recurrence**

(1.1) All employees are required to comply with the Code of Ethics, with executives and managers ensuring their employees' adherence.

(1.2) In the event of a violation of the Code of Ethics, we will thoroughly investigate the cause and implement corrective actions to prevent recurrence.

**(2) Actions to be Taken in Case of Violation**

(2.1) Employees are held accountable for their actions, and may face disciplinary measures in case of violations. Reports and inquiries should be directed to the Management Improvement Office for appreciate resolution.

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### Main reporting channel (Cyber Audit Office)

- ▶ E-mail : [jsy@yura.co.kr](mailto:jsy@yura.co.kr)
- ▶ Tel, Fax : 070-7878-1010 / 031-680-6837
- ▶ Mail : (13494) Standing Auditor, Audit Office, Yura R&D Center, 308 Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do
- ▶ Online application channel (\*Access path : <https://www.yuracorp.co.kr/sustainability/sub04.jsp>)