	ESG Management Policy	Num	
		Modified date	<b>2023.5.30</b>
	Code of Ethics	Page	<b>5</b>
		Department in charge	MIT1


### Index

1. General Provisions
2. Code of Ethics
3. Handling violations of regulations
4. supplement

### Revision history

RN	Revision date	Revised contents
0	2003.07.01	New Employee Code of Conduct Established
1	2008.01.03	Change of name and logo due to modification of company CI
2	2023.05.30	Partial revisions made (reflecting social changes)

**2023. 05. 30**

	ESG Management Policy	Num	
		Modified date	2023.5.30
	Code of Ethics	Page	5
		Department in charge	MIT1

## Chapter 1 General Provisions

**Article 1 [Purpose]** The purpose of these regulations is to establish ethical standards for all executives and employees in their relationships with each other, customers, partners, and competitors, and to clarify detailed procedures and contents on practicing workplace ethics.

**Article 2 [Scope of Application]** This policy applies to all executives, employees, and partners of Yura Corporation and its affiliates, both domestically and internationally.

**Article 3 [Organization]** The ethics committee that is in charge of applying the code of ethics will be organized and operated by internal personnel committee.

**Article 4 [Team in Charge]** Implementation of these regulations shall be overseen by the Human Resources Planning Team of the Support Headquarters.


**Article 5 [Definition of Code of Ethics]** It refers to the moral standards for employees to form high ethical values, maintain personal dignity and the company's reputation, and always maintain an honest and fair attitude with pride and self-esteem in order to faithfully carry out the company's vision and management policy

**Article 6 [Application of related regulations]** Any irregularities arising from violations of these regulations shall be handled in accordance with the Personnel Committee regulations. Matters not specified in the regulations may be determined separately.

## Chapter 2 Code of Ethics

### Article 7 [Basic Provisions]

1. Each employee faithfully carries out his or her assigned duties in accordance with the company's management policy.
2. Employees shall perform their duties in a legitimate manner, adhering to all applicable laws and regulations.
3. Employees shall preserve and manage the company's assets properly and protect

	ESG Management Policy	Num	
		Modified date	2023.5.30
	Code of Ethics	Page	5
		Department in charge	MIT1

confidential information acquired through work.

4. Employees shall never be content with conventions, constantly seeking new ideas and actively engaging in problem-solving.
5. Employees shall act with dignity and a sense of ownership as if they are representing the company in their respective fields.

**Article 8 [Matters to be Complied with Ethical Regulations]**


Employees must comply with the following to practice workplace ethics.

1. We aim to create a workplace culture that is grounded in principles and fundamentals, while building trust through actions that prevent misunderstandings.
2. We approach every task with pride and a sense of responsibility with a mindset of protecting the automobile industry.
3. We refrain from committing any unfair acts against partners, such as leveraging our superior position to request favors.
4. We do not leak job-related information without permission or use it for personal gain.
5. We carry out all transactions based on transparent and fair principles.
6. We reject unreasonable work demands and requests for favors made by abusing authority among employees.
7. We carry out all business activities, both domestically and internationally, in compliance with the countries' relevant laws and regulations while respecting local business customs.
8. We do not engage in any actions that deviate from the norms of Article 7 above.

**Chapter 3 Handling Violations of Regulations**

**Article 9 [Reporting of violations of ethics regulations]**

1. When officers and employees become aware of a violation of the Code of Ethics or receive such information from a third party, they must report it to the company. The company shall establish and operate a reporting system for workplace ethics violation to


	ESG Management Policy	Num	
		Modified date	2023.5.30
	Code of Ethics	Page	5
		Department in charge	MIT1

receive reports.

2. Methods for reporting violations of the Code of Ethics include the online reporting (cyber reporting), telephone, and written correspondence. Reports on violations of the Code of Ethics will be forwarded to the standing auditor and the head of the management improvement office both of whom are authorized by the CEO.
3. The company must keep identity of the internal corruption whistleblower confidential and cannot take disadvantageous personnel action.
4. Any person who takes retaliatory action against an internal whistleblower based on that fact may be subject to increased punishment within the scope set forth in the company regulations.

**Article 10 [Handling of Violators of the Code of Ethics]**

1. If a violation of these regulations is discovered, the relevant department (team) or management improvement office must immediately submit the written report of the incident and the investigation results to the responsible team.
2. The organizing team reviews the notified matters and decides whether to process them in accordance with the personnel committee regulations.
3. Appropriate measures, such as suspension of transactions, will be taken with the involved partners, based on the severity of the case, and compensation will be provided for the company's losses.
4. For employees of a partner company, we will request action from the respective company and for the company's losses, compensation measures will be taken to cover the losses of the party or the partner company.

	ESG Management Policy	Num	
		Modified date	<b>2023.5.30</b>
	Code of Ethics	Page	<b>5</b>
		Department in charge	MIT1

**Article 11 [Disciplinary action for violation of ethics regulations]**


1. In principle, disciplinary action against violators of the Code of Ethics shall be handled in accordance with the regulations of the in-house personnel committee. However, any matters not included or specified in the regulations of the personnel committee shall be handled in accordance with these regulations
2. The main disciplinary targets and disciplinary contents are as follows:

**2.1 Subject to disciplinary action**

- ① Accepting bribes from partners, demanding bribes using one's authority, requesting favors using one's position, exerting pressure, etc.
- ② Accepting money or goods from employees, requesting money or goods using one's authority, requesting favors using one's position, exerting pressure, etc.

**2.2 Disciplinary action**

- ① Accepting bribes from partner companies: Disciplinary action against individuals who failed to report and relevant employees, suspension of business with partner companies (permanent expulsion in case of recurrence)
- ② Request for bribes using official authority: Disciplinary action against the employee concerned
- ③ Requests and pressure using one's position: Decision on disciplinary action after deliberation by the personnel committee

	ESG Management Policy	Num	
		Modified date	2023.5.30
	Code of Ethics	Page	5
		Department in charge	MIT1

**\* SUPPLEMENT**

**Ethics-related reporting window**

- Internet reporting: <http://www.yuracorp.co.kr>
- TEL : 070 - 7878- 1010
- FAX : 031 – 680 – 6837
- Postal : (13494) Audit Office, Yura R&D Center, 308 Pangyo-ro, Bundang-gu,  
Seongnam-si, Gyeonggi-do

**Processing Procedure**

