

Charter of Ethics

Coway Co., Ltd.

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Coway practices the Clean Coway Culture for customer satisfaction, which adds value to daily life. As executives and employees of Coway, a global environmental company, we observe the basic principles of ethical practices and activities to earn and preserve the public's trust.

1. Customer Respect

We promote the rights and interests of our customers with the best products and services; we value and protect customer information, and we keep our promises to our customers.

2. Shareholder Protection

We preserve and increase shareholder assets by steadfastly improving our financial structure through maximizing management efficiency.

3. Win-Win with Partners

We trade with our partners on an equal footing so that we can develop in a balanced way and complement each other's growth while prohibiting any form of conduct that undermines free and fair trade.

4. Maturity of Executives and Employees

We respect executives and employees as autonomous and creative persons, maintain a mature ethical culture based on understanding and trust, and are committed to preventing sexual harassment. We maintain fair relationships with all stakeholders by complying with standards of business transparency and the relevant laws and regulations, reject any illegal use of information and unfair practices, and do not accept or provide any illicit benefits.

5. Social Development

As an environmental company, we take the lead in environmental protection by thoroughly complying with the relevant laws and regulations and contributing to society through cultural and welfare projects that reflect our commitment to maintaining an honest corporate culture that is trusted by the public.

Addenda

1. Enforcement Date

- 1.1. These guidelines shall enter into force on June 1, 2013.
- 1.2. These guidelines shall be revised and enter into force on June 24, 2014.
- 1.3. These guidelines shall be revised and enter into force on April 4, 2019.
- 1.4. These guidelines shall be revised and enter into force on February 7, 2020.