

Regulations of Ethics

Coway Co., Ltd.

Regulations of Ethics

To complete an environmental company that provides the best service with a warm heart that cares for customers, Coway practices the Regulations of Ethics as its standard for correct behavior and value judgment. The Clean-Coway culture is based on Jeong-Do management that protects the interests of all stakeholders.

Chapter 1. General Provisions

1. Purpose

The Regulations establish a rule of ethics for all stakeholders of Coway and clarify specific details and procedures related to ethical practices that fulfill the value of the Charter of Ethics.

2. Applicability

The Regulations apply to all Coway's executives and employees, partners, and stakeholders with various transactional relationships, and the provisions related to Jeong-Do Management take precedence over matters set forth in the personnel-related regulations.

3. Organization

1.3.1 The organization in charge of the Regulations shall be the Ethical Compliance Supervisory Organization.

1.3.2 The supporting organizations for the Regulations shall be the HR, sales, purchasing, marketing, production, and technology-related divisions.

Chapter 2. Clean Coway Ethical Culture

1. Ethics for Customers

- ① Coway always listens to customers' opinions, considers that the customer's true needs are always right, and places a top priority on customer satisfaction in all judgments and behavior.
- ② Coway tells only the truth to customers, keeps promises made to customers, provides the best products and services, and responds promptly and accurately to customers' legitimate requests.
- ③ Coway ensures that customers' information and assets are not used without their approval and engages in business practices that are in full compliance with relevant statutes.

2. Ethics for Shareholders and Investors

- ① Coway preserves the interests of shareholders and investors by engaging in actions that increase Coway's tangible and intangible value.
- ② Acts, such as the unauthorized use of Coway's assets, taking profits in an unlawful way, or violating relevant statutes that undermine the corporate value and reduce the profits of shareholders and investors are strictly prohibited.

3. Ethics for Partners

- ① Coway complies with relevant laws in the free market economy, respects business practices, adheres to lawful methods and procedures, and works to achieve a legitimate advantage in fair competition.
- ② Coway grants equal opportunities to all qualified partners to participate in the registration and selection of business partners and performs all procedures reasonably and in accordance with objective and fair evaluation standards.
- ③ Coway ensures that all transactions are conducted fairly and on equal footing, engages in sufficient consultation in advance on conditions and procedures, does not commit any abusive wrongdoing from its superior position, does not select a related party, i.e., family members, relatives, and friends of executives and employees, related persons from school, region, or retired workers, without an objective verification process, i.e., bidding and comparative estimate, in selecting a customer.
- ④ Coway supports companies' growth with competitiveness so that shared growth can be continued, and the profits generated through innovation are shared.
- ⑤ Coway cares about achieving mutual growth with its partners who engage in fair, transparent business practices that are in compliance with all relevant statutes.

4. Ethics for Executives and Employees

- ① With dignity and pride as a world-class environmental company, executives and employees shall always engage in honest and faithful work in accordance with the principles of transparency and fairness.
- ② The executives and employees shall establish the right values with the shared belief in their mutual success and complete their assigned duties through continuous development and fair job implementation.
- ③ Executives and employees shall empathize with the management philosophy by sharing the vision and values pursued by Coway and perform their respective duties faithfully and in a fair manner in accordance with Coway's policies and relevant laws and regulations.
- ④ With a mind that continuously pursues novelty, executives and employees shall strive to develop themselves into creative personnel capable of taking on challenges through open thinking.
- ⑤ Executives and employees shall not discriminate, in any form, against anyone because of gender, religion, social status, political status, economic ability, physical condition, school relations, or blood or regional ties.
- ⑥ Executives and employees shall perform all duties honestly and fairly and not seek to acquire any form of personal benefit from any stakeholders.

- ⑦ Executives and employees shall not use or provide undisclosed information and shall comply with internal regulations and the relevant statutes to protect trade secrets.
- ⑧ Executives and employees shall internally realize fair work execution; for the benefit of individual executives, employees, and their departments, any act of giving gifts to each other shall be prohibited; exceptions such as organizational revitalization and congratulations/condolences shall be subject to the Code of Ethics.
- ⑨ All information and assets of Coway are trade secrets, managed according to the security level, and never allowed to be leaked outside without prior approval; executives and employees shall comply with the management obligation to prevent Coway's information from being leaked outside in the business relationship.
- ⑩ Executives and employees shall prevent sexual harassment in the workplace because it causes irreversible damage to the victim and reduces work motivation and work productivity, damages the Company's image, and leads to legal disputes and social harm.
- ⑪ Executives and employees shall make every effort to prevent safety accidents. When the possibility of an accident is discovered, it shall be reported immediately. Safety training shall be conducted to ensure a safe workplace.

5. Ethics for Society

To make the environment and people healthy and happy, Coway is a health-conscious company that adheres to rational business operations and environmental laws and regulations to preserve a clean environment. Coway protects the environment by expanding the use of eco-friendly products, which contributes to the affluent life of citizens and the positive development of society.

Chapter 3. Ethical Culture Operation

1. Report of Violations of the Rule of Ethics

- ① When an executive or employee becomes aware of an ethics violation or receives such matter from a third party, the act must be reported to the organization in charge.
- ② The Company must maintain the confidentiality of whistleblowers, and no executive or employee can impart any disadvantageous treatment on the whistleblower in terms of personnel matters.
- ③ The Company can impose aggravated punishment on an executive or employee who retaliates against any whistleblower for disclosing facts within the scope set by the Personnel Committee.
- ④ Any other specific details related to whistleblowers shall be subject to the Whistleblower Protection and Reward Guidelines.

2. Treatment against Violators of the Rules of Ethics

- ① If the organization in charge investigates a report and finds a violation of the rules of ethics, it shall prepare relevant documents for investigation and immediately report the details in writing to the relevant supporting organizations.

- ② The supporting organizations shall handle the notified matters in accordance with the decision of the Personnel Committee or the Division Ethics Committee.
- ③ For a partner, the Company shall take appropriate measures such as suspending transactions in consideration of the seriousness of the matter, and for an executive or employee of a partner, a formal request shall be made to the partner to take action against him/her; the Company shall take action to be compensated from the partner or the executive or employee for any damages suffered by the Company.
- ④ The organization in charge is able to take civil and criminal action against a violator of the relevant statutes by collecting the opinions of the Legal Department.

3. Code of Ethics

- ① The organization in charge shall prepare a Code of Ethics containing specific details that executives and employees must follow so that they can more thoroughly practice the Regulations of Ethics.
- ② The supporting organizations are able to prepare and operate their own detailed code of ethics suitable for each job and division.

4. Interpretation Criteria

In the event that there is no provision stipulated in the rule of ethics or in the Code of Ethics in relation to Coway's Jeong-Do management activities or there is a dispute over interpretation, the Company shall follow the Personnel Regulations, Employment Regulations, or Personnel Committee Regulations.

5. Relationship with Other Regulations

Ethics-related rules, which are the basis of management practice, shall take precedence over other regulations in the Company.

Addenda

1. Enforcement Date

- ① This rule of ethics shall enter into force on March 1, 2001.
- ② This rule of ethics shall be revised and enter into force on September 1, 2003.
- ③ This rule of ethics shall be revised and enter into force on July 1, 2009.
- ④ This rule of ethics shall be revised and enter into force on June 1, 2013.
- ⑤ This rule of ethics shall be revised and enter into force on June 23, 2014.
- ⑥ This rule of ethics shall be revised and enter into force on April 4, 2019.
- ⑦ This rule of ethics shall be revised and enter into force on February 7, 2020.