

## Supplier Code of Conduct

### 1. Human Rights and Labor

- 1.1 Suppliers must respect human rights and treat their employees in accordance with international standards and laws.
- 1.2 Suppliers must conduct business without the use of forced or involuntary labor.
- 1.3 Suppliers must conduct business without the use of child labor and must comply with applicable child or youth labor laws.
- 1.4 Suppliers must conduct business without discrimination in any condition of employment, such as on the basis of race, skin color, gender, religion, age, disability, etc.

### 2. Safety, Occupational Health and Work Environment

- 2.1 Suppliers must strictly comply with applicable safety, occupational health and working environment laws.
- 2.2 Suppliers must provide a safe and healthy workplace, including furnishing of appropriate personal protective equipment for their employees.

### 3. Environment

- 3.1 Suppliers must strictly comply with applicable environmental laws, regulations and standards.
- 3.2 Suppliers must be responsible for and committed to the efficient use of natural resources and energy.
- 3.3 In the production and services procedures of suppliers, it must be ensured that safe and proper disposal system and management of waste, air emissions and wastewater are put in place. Moreover, the systems must go through a regular quality assessment.

### 4. Ethics and Legal Compliance

- 4.1 Suppliers must conduct business ethically and strictly in compliance with the relevant laws.
- 4.2 Suppliers must not engage in all forms of corruption.
- 4.3 Supplier must conduct business with fair competition.
- 4.4 Suppliers must keep accurate business and financial records of all transactions related to their business with the Company and be ready to provide such documentation upon request.
- 4.5 Suppliers must keep confidential information of the Company.

In the event that suppliers violate any provision of the Supplier Code of Conduct, the Company may consider issuing a warning letter and reserve the rights to suspend or cancel transactions with the said suppliers at the Company's discretion. In this case, the suppliers are not entitled to any claims or compensation from the Company.

*This Supplier Code of Conduct was approved by the resolution of the Board of Directors Meeting No. 6/2023, convened on December 18, 2023, and has become effective from December 18, 2023 onwards.*