

CODE OF CONDUCT

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Background of the Comprehensive Amendment of the Code of Conduct

To be a dignified, fair, and clean version of myself,
To become a healthy and energetic company that we create
together with our colleagues,
To achieve a corporate culture that meets global standards
that share growth with customers and business partners,
comply with laws and regulations, and respect social
values, Hanwha Aerospace's employees' code of
conduct (subtitle: Hanwha Person's Standard) will be
completely amended as follows.

*Hanwha Person's Standards (H-Standard) :

It means the behavior style of Hanwha people and the standard of attitude
towards work.,

Pursuing Hanwha's core values of 'dedication' and 'right path'.

Code of Conduct

– Hanwha Person's Standards (H-Standard)

Me	1. As Hanwha person, we maintain our dignity with pride and fulfill our responsibilities with an attitude of good faith. 2. I comply with laws and company regulations and conduct our work fairly and transparently in accordance with common sense and principles.
Company	3. The company respects the personality of our colleagues and recognize their diversity, and do not discriminate, engage in forced labor, verbal or physical violence, sexual harassment, bullying, or unfair work orders. 4. The company complies with environmental, safety, and health standards for our safety and creates a healthy and energetic work atmosphere. 5. The company uses the company's expenses and tangible and intangible assets for business purposes and protect company information such as trade secrets. 6. The Company shall not engage in unjustified acts with the counterparty in relation to its work, and shall not pursue its own illegal interests, and shall take care not to infringe on the interests of the Company in the event of a conflict of interest with the Company due to a private relationship.
Society	7. We respect the diverse opinions of our customers and do our best for their trust and satisfaction. 8. We trade through fair and free competition in the market, pursue mutual benefit and development as a partner through win-win growth with business partners, and do not engage in unfair acts. 9. We pursue the universal values of our society, respect social norms and promises, and secure social trust in our work performance. 10. We adhere to global standards and respect the culture and values of local communities overseas.

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1. Maintaining Fiduciary and Dignity

– As Hanwha person, I maintain our dignity with pride and fulfill our responsibilities with an attitude of good faith.

- I understand the company's management philosophy and work faithfully and responsibly.
- I recognize that my actions and decisions can affect the reputation and trust of the company, and I practice a disciplined and dignified life.
- I do not defame the company or others or say or do anything that tarnishes the image of the company in my work, daily life, or social media activities.

2. Compliance with laws and regulations and fair and transparent business performance

– I comply with laws and company regulations, and conduct my work fairly and transparently in accordance with common sense and principles.

- I make a clear distinction between public and private affairs, handle business fairly and transparently, comply with laws and commercial practices, and act in accordance with universal patterns.
- I record and report all information accurately and honestly, and do not omit or misrepresent important information.
- Violations of laws and regulations are prohibited, and there are no exceptions for acts taken "for the company," "for the customer," or "at the behest of a superior."
- Reporting of violations of the law is confidential and will not result in penalties.

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3. Respect and consideration for colleagues

– I respect the personality of our colleagues and recognize their diversity, and do not discriminate, engage in forced labor, verbal or physical violence, sexual harassment, bullying, or unfair work orders.

- I respect and consider the abilities, experiences, and diversity of my colleagues, and I respect gender, religion, and region of origin. We do not give preferential treatment or discriminate on the basis of marital status, age, educational background, blood ties, regional ties, academic ties, etc.

- Under no circumstances are the employment or labor of minors who have not reached the minimum working age stipulated by law, forced labor, labor of prisoners, or human trafficking.

- I do not engage in verbal or physical violence, sexual harassment, or bullying that causes pain to my colleagues.

- I do not harm the work environment by abusing my work authority or position, giving unfair work orders, or exercising influence.

4. Healthy and safe work environment

– I comply with environmental, safety, and health standards for our safety and create a healthy and energetic work atmosphere.

- Recognizing that the pursuit of safety is one of the most important matters of the company, we thoroughly inspect and manage safety in accordance with safety standards to prevent accidents, injuries, disasters, and diseases on the job.

- All environmentally hazardous substances and chemicals are stored, treated, and disposed of in accordance with relevant laws and company regulations, and we do our best to prevent accidents from occurring.

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5. Protection of company assets and information

–I use the company's expenses and tangible and intangible assets for business purposes and protect company information such as trade secrets.

- I cherish the company's assets as if they were my own and use the company's budget and assets for the purpose in accordance with regulations and guidelines.
- I do not engage in any act that causes property damage to the company, such as embezzlement of company funds, personal misappropriation, or theft of company assets.
- I protect the company's intellectual property rights and trade secrets, and do not leak them to the outside or use them for personal purposes during work or even after retirement.
- I use the company's information system only for business purposes and shall prevent security incidents from occurring in account and password management, communication network use, and visits to outsiders in accordance with the company's security regulations.

6. Harmony with the company

– I do not engage in unjustified acts with the counterparty in relation to my work, I shall not pursue illegal personal interests, and I shall not infringe on the interests of the company if there is a conflict of interest with the company due to a personal relationship.

- I do not provide money or valuables prohibited by the Anti-Solicitation Act or illegal solicitation to public officials, I do not receive money, valuables, entertainment, or hospitality from interested parties, and I do not exchange money, valuables, entertainment, or hospitality among executives and employees.
- I take care that the company's interests are not infringed upon by personal relationships in business relationships, employment, evaluation, etc.
- I do not provide undisclosed information or information acquired in the course of my business to a third party or use it to trade securities and investment products for personal illegal gain.
- I do not participate in external for-profit activities that affect the company's business, or engage in concurrent work (double employment) or side hustle activities that interfere with work.

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7. Respect for customers

– I respect the diverse opinions of our customers and do our best for their trust and satisfaction.

- I always listen to customers' opinions and make customer satisfaction my top priority.
- I keep my promises to customers based on trust and loyalty, and constantly strive to protect the interests of my customers.
- I do my best to protect customers so that they do not suffer unfair damage due to leakage of personal information.

8. Fair Market Competition and Win–Win with Business Partners

– I trade through fair and free competition in the market, pursue mutual benefit and development as partners through win–win growth with business partners, and do not engage in unfair acts.

- I comply with the fair–trade laws applicable to the country and region where I conduct business activities and conduct legal and appropriate transactions through free market competition.
- In selecting business partners, I provide fair trading opportunities in accordance with the standards and procedures stipulated in the relevant laws and regulations and strive for transparent and fair transactions.
- I maintain mutual trust and cooperation and respect the intellectual property rights and trade secrets of our business partners.
- I do not engage in unfair management interference, rude remarks or unfair acts using a superior position in relation to business partners.

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9. Respect for Social Values

- I pursue the universal values of our society, respect social norms and promises, and secure social trust in my work performance.
- I comply with the ethical norms of our society in my individual actions and earn social trust.
- I strive to realize the universal values of society so that my activities can be in harmony with society.
- I respect my personal values, beliefs, and political opinions, but I also respect the universality and diversity of our society, and I maintain a neutral stance on social issues and political views in relation to the company's business practices.

10. Compliance with Global Standards

- I adhere to global standards and respect the culture and values of local communities overseas.
- I comply with globally accepted standards such as international agreements, international accounting standards, and ESG-related norms.
- I have a broad understanding of the culture and traditions of the local community abroad and respect the values of the local community.
- As a global corporate citizen, I strive to achieve sustainable development for all.

Our Responsibility

All employees must be able to fully understand and explain the Code of Conduct, laws and regulations of the company related to their work. Therefore, the following items must be actively implemented.

■ I am familiar with and comply with the company's regulations related to my work, and I actively participate in the training and events necessary for this.

■ If I have any uncertainty about my work, be sure to contact the Compliance Team.

■ If I become aware of any violation or suspected violation of the Code of Conduct for any of employees, laws and regulations, or company regulations, I immediately notify the compliance team.

Contact: Compliance Team

e-mail : compliance1@hanwha.com