

Code of Ethics

ES Electron Co., Ltd. establishes ethical integrity as a core value and presents the standards of proper behavior and value judgment that all employees must follow. Through the Code of Ethics and its implementation guidelines, we actively practice ethical principles and pursue sustainable development.

Chapter 1: Responsibilities and Obligations to Customers

1. Respect for Customers : We respect and listen to our customers' opinions.
 2. Providing Accurate Information : We provide customers with precise and reliable information.
 3. Customer Service : We respond promptly and sincerely to customer inquiries and requests.
 4. Delivering Customer Value: We offer the highest value to customers based on quality and safety.
 5. Protecting Customer Interests : We prohibit unethical conduct and unfair transactions, safeguarding customers' rights.
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Chapter 2: Fair Competition (Competitors)

1. Fair Information Collection and Use: We do not collect or use competitors' information through improper means.
 2. Gaining a Competitive Edge Fairly: We comply with laws and ethics to secure a competitive advantage.
 3. Prohibition of Unfair Collusion: We prohibit illegal collusion and unfair competition practices.
 4. Compliance with Laws and Business Practices: We respect and comply with all relevant laws and fair business practices.
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Chapter 3: Fair Transactions (Partners)

1. Fair Selection of Business Partners: We select business partners based on transparent procedures and fair evaluation criteria.
2. Mutual Trust and Cooperation: We pursue mutual cooperation and shared growth with business partners.
3. Transparent and Clean Transactions: We maintain transparency in all transaction processes.
4. Supporting Business Partners: We provide active support to enhance our partners' competitiveness.

Chapter 4: Prohibition of Unfair Practices

- Coercion in purchasing
 - Unjust restrictions on business partners
 - Unfair price-setting practices
 - Unjust inspection practices
 - Failure to fulfill payment obligations
 - Discriminatory treatment of specific business partners
 - Unilateral modification or termination of contractual obligations
 - Other unfair practices as defined under fair trade laws
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Chapter 5: Basic Ethics of Employees

1. **Maintaining Dignity:** Employees must uphold dignity both inside and outside the company and refrain from unethical behavior.
2. **Protecting Company Assets and Information:** Employees must not improperly disclose or use company information and assets.
3. **Fair Job Performance:** Employees must maintain fairness and transparency in their job performance.
4. **Honest Reporting:** Employees must not include false or distorted information in reports.
5. **Prohibition of Position Abuse:** Employees must not use their positions for unfair personal gain.
6. **Avoiding Conflicts of Interest:** Employees must avoid situations where personal and company interests conflict.
7. **Prevention of Workplace Harassment:** All employees must actively prevent and prohibit workplace harassment.
8. **Prohibition of Political Activities:** Employees must not engage in illegal political donations or financial contributions.
9. **Compliance with the Code of Ethics:** All employees must strictly adhere to the Code of Ethics.

Chapter 6: Responsibilities to the Company and Employees

1. Talent Development: We provide education and growth opportunities to enhance employee capabilities.
2. Fair Compensation: We fairly evaluate and compensate employees based on their abilities and performance.
3. Healthy Communication: We create an environment where employees can freely express their opinions.
4. Safe and Healthy Work Environment: We ensure a work environment that prioritizes employees' health and safety.
5. Improving Quality of Life: We support a creative and autonomous work environment as well as personal development.

Chapter 7: Responsibilities to the Nation and Society

1. Reasonable Business Operations : We conduct business with consideration for social values and public sentiment.
2. Contribution to Social Development : We practice sustainable management and pursue mutual cooperation and shared growth.
3. Protection of Shareholder Interests : We protect shareholders' rights through transparent accounting and disclosure practices.
4. Environmental Protection : We prioritize environmental protection across all business activities.

Position :

Name :