

## Ethics Pledge

**I, as an employee of Taihan Cable & Solution Co., Ltd. (hereinafter referred to as the 'Company'), pledge to establish a sound ethical framework based on the core values of 'People-Centric Culture, Customer Value, and Future-Oriented,' and actively participate in the ethical management of the Company.**

**To achieve this, I solemnly commit to adhering faithfully to the following matters in the performance of my duties:**

1. Maintain pride and dignity as an employee of the Company, perform duties in good faith and in line with the Company's Articles of Incorporation, regulations, and domestic and international laws.
2. Understand and practice the Company's management principles and core values, perform tasks fairly and transparently based on ethical awareness and legal compliance. I will not engage in actions that are inconsistent with the Company's policies or contrary to my own conscience.
3. Adhere to anti-corruption laws in South Korea, including the "Criminal Act," "Act on the Aggravated Punishment of Specific Crimes," "Improper Solicitation And Graft Act" and "Act On Combating Bribery Of Foreign Public Officials In International Business Transactions," as well as international anti-corruption laws such as the U.S. "Foreign Corrupt Practices Act" and the UK "Bribery Act." and any of the prohibited misconducts outlined in the World Bank Group's Integrity Compliance Guideline. I will not engage in, nor will I be involved in any actions that could violate or raise suspicions of violating these laws and regulations.
4. Do not offer to give, give, promise to give, authorize to give or accept payments, gifts, entertainment, or anything of value to or from business partners, suppliers, customers, or other stakeholders if doing so would violate relevant laws or company policies. I also pledge to not engage in actions intended to improperly influence decisions or secure unfair advantages in obtaining, retaining, or directing business.
5. Do not instruct or request the handling of business with third parties and employees of the Company, in violation of relevant laws and company regulations.

6. Do not offer, promise, provide, authorize or receive any form of bribery, as prohibited by laws related to the prohibition of bribery for public officials specified in the "Improper Solicitation And Graft Act", avoid making promises or expressions of intention to provide or receive such bribes and abstain from engaging in improper solicitation.
7. Comply with general trade-related laws such as the "Monopoly Regulation and Fair Trade Act", the "Fair Transactions In Subcontracting Act", and company regulations. I will not engage in actions that may be suspected of violating or violating these laws and regulations.
8. Comply with intellectual property-related laws, such as the "Copyright Act", and will not intentionally use the intellectual property of third parties without permission or legal rights.
9. Do not engage in transactions that violate related laws, such as the "Financial Investment Services And Capital Markets Act", when possessing non-public information about the Company that could substantially impact the value of its stocks.
10. Do not disclose the Company's confidential information to external parties or use the Company's confidential information to benefit other businesses or individuals. Within the Company, I will only use confidential information within the necessary scope for business purposes.
11. Ethically and legally respond, according to the Company's basic policy, to any illegal or unfair demands from trading partners (including potential customers). If such response is difficult, I will report it to my supervisor and the Compliance Management Team (or Business Process Innovation Team) and handle the matter according to their legal guidance.
12. If there is suspicion that a trading partner (including potential customers) is involved in actions that violate relevant laws or the Company's policies, I will consult with the Company.
13. Do not engage in actions or inappropriate behaviors that are inconsistent with the interests of the Company.
14. Do not use work hours or company assets for businesses or activities outside the Company's scope.
15. Do not perform actions that are not authorized by the Company.

- 16. Legally collect information about customers and the market, and do not contact employees of competing companies for the purpose of obtaining information about the market, etc.
- 17. Comply with the Company's regulations and procedures for expenditures related to business expenses, such as meals and travel expenses.
- 18. If I become aware of or suspect violations of relevant laws and internal regulations during the course of performing my duties (including situations where there is reasonable suspicion that I have violated relevant laws and internal regulations), I will promptly report it to the Company's Compliance Management Team (or Business Process Innovation Team).
- 19. If it is unclear whether actions during the course of performing duties violate relevant laws and internal regulations, I will consult with the Company.
- 20. Attend and faithfully complete anti-corruption-related compliance training provided by the Company and periodically review its content.
- 21. Understand that, in the performance of duties, I may be subject to an investigation or audit by the Company if there is reasonable suspicion of violating relevant laws or company regulations. I will actively cooperate with such investigations or audits.

**I, as a member of the Company, will carry out my duties with pride and self-esteem, thoroughly understanding and faithfully adhering to the above contents. In case there is reasonable suspicion of violating relevant laws or company regulations, I will actively cooperate with the Company's investigation or audit.**

**Date:** \_\_\_\_\_, 202\_\_  
**Department:** \_\_\_\_\_  
**Position:** \_\_\_\_\_  
**Print Name:** \_\_\_\_\_  
**Signature:** \_\_\_\_\_