

# **Hanjin Group Code of Ethics**

**2025. 6.**

# Contents

## I. Charter of Ethics

1.	Charter of Ethics	1
2.	Commentary on Charter of Ethics	2

## II. Guidelines on the Implementation of Code of Ethics

1.	Duties and Responsibilities to Customers	4
2.	Duties and Responsibilities to Investors	6
3.	Duties and Responsibilities of the Company to Its Employees	7
4.	Duties and Responsibilities to Suppliers	10
5.	Fair Competition with Competitors	12
6.	Duties and Responsibilities to the Nation and Society	12
7.	Duties and Responsibilities of Employees to the Company	14

## **I. Charter of Ethics**

**Hanjin Group shares transparent and responsible management as its corporate philosophy, respects the free and fair market economic order, and continuously enhances corporate and public values through business activities that comply with all laws and corporate ethics. The company, as a sound and trusted enterprise, fulfills its social responsibilities and roles, and pursues corporate management that contributes to national and social development.**

- We regard customer satisfaction and safety as our highest priority.**
- We do our best to increase investment value for our investors.**
- We respect all members of our company and strive to improve their quality of life.**
- We pursue shared growth with our suppliers based on strong trust.**
- We uphold the value of fair competition and take the lead in sound industrial development.**
- We strive for the sustainable development of the nation and society, and for environmental preservation.**
- We share the core values pursued by the company and fulfill our duties and responsibilities to realize them.**

## **[Commentary on Charter of Ethics]**

Charter of Ethics declares a firm commitment, both internally and externally, to share the values and goals pursued by the company as its corporate philosophy, and to set the basic spirit and principles of business activities to fulfill the values and goals, and to share and practice this philosophy with all employees. Charter of Ethics is based on the following:

### **■ Transparent and Responsible Management**

Refers to management that secures transparency by maintaining procedural justice in decision-making and business conduct necessary for corporate activities, and emphasizes accountability based on the values and purposes of the company as a social entity as well as responsibility for duty-related decisions and work performance as an employee.

### **■ Respect for the Free and Fair Market Economic Order**

Means accepting and upholding the market principles of fair and transparent free competition, which are globally accepted, and making them a business principle.

### **■ Compliance with All Laws and Corporate Ethics**

Means complying with all laws, regulations, ordinances, and international norms (Global Standards) of all countries and local communities where the business operates, as well as conducting business activities by legitimate methods

(professional, efficient, ethical, and legal management activities) and respecting the spirit and trade customs oriented by the laws and regulations.

#### ■ Continuous Enhancement of Corporate and Public Value

Means that the company, as a social entity, must efficiently operate its resources to increase their value, which gives the company its legitimacy and legality to exist in society.

#### ■ Social Responsibility and Role

Means performing the social function of promoting the interests of all stakeholders (customers, shareholders and investors, employees, suppliers, local communities, governments, etc.), who have conflicting expectations and needs, through the wealth and value created by the company. When all employees' decisions and actions are faithful to this role, the company establishes its ethical standing and prospers together with stakeholders based on mutual trust and cooperation, thereby maintaining the continuity of the company.

#### ■ Sound Judgment and Action

Means that the corporate philosophy and Charter of Ethics established by the company are embraced by all employees, including top management, and are maintained as principles for all decisions and actions related to the company's business conduct, representing a noble value that is never compromised or subject to negotiation under any circumstances.

## **II. Guidelines on the Implementation of Code of Ethics**

All employees of Hanjin Group pledge to thoroughly understand and actively practice the following Guidelines on the Implementation of the Code of Ethics, which serve as principles for sound judgment and action.

### **1. Duties and Responsibilities to Customers**

#### **1.1. Provide High-Quality Service that Satisfies Customers**

- (1) We dedicate all our efforts to our customers, constantly striving to provide the highest level of service that goes beyond merely satisfying customers to truly 'impressing' them.
- (2) We lead a service culture trusted by customers by providing convenient and fair services.
- (3) We always think and act from the customer's perspective, offering optimal convenience by operating a system for providing various information and services that customers need and can be satisfied with.

#### **1.2. Respect Customers and Protect Their Rights**

- (1) We respect customers' rights, treat all customers fairly, and deeply understand and respect the diverse cultures, customs, traditions, and values of our customers.

- (2) We actively accept customer inconveniences and suggestions, do our best to resolve them quickly, and provide transparent and responsible services.
- (3) We do not make unauthorized or false promises to customers, and we always do our best to fulfill promises made to customers.
- (4) We provide only factual information to customers at all times, and personal information about customers held by the company shall never be leaked or used for other purposes without the prior consent of the customers.
- (5) We deliver clear and practical information to help customers make reasonable decisions regarding services, and we never disseminate misleading or exaggerated content.
- (6) We always listen attentively to customers' valuable opinions about our services and strive to openly review and incorporate their legitimate expectations and constructive suggestions.
- (7) We devise and implement all necessary measures to ensure that no customer experiences inconvenience or discrimination in service use due to any personal condition (gender, age, disability, language, etc.).

### **1.3. Establish a Safety Management System that Customers Can Trust**

- (1) Considering customer safety as a priority and an absolute and non-negotiable value, we secure a global standard safety management system and build strong customer trust through thorough understanding and adherence to safety regulations and procedures by all employees as well as active participation in safety improvements.

## **2. Duties and Responsibilities to Investors**

### **2.1. Gain the Investors' Trust**

- (1) We establish a "rational management system" that enhances corporate transparency and accountability, thereby securing deep trust from shareholders and all investors.
- (2) We establish an "audit committee" within the board of directors to thoroughly review the company's financial information, internal control system, and audit tasks, continuously increasing transparency in management.
- (3) We make every effort to maintain transparent and accurate accounting records in accordance with Korean International Financial Reporting Standards (K-IFRS) or generally accepted accounting principles.
- (4) We accurately record and systematically manage all company transaction information so that investors can objectively understand the company's activities.

### **2.2. Protect the Investors' Rights**

- (1) We protect shareholder rights (attending general meetings of shareholders, making decisions by voting, electing board members, obtaining timely information, distributing profits, etc.), and we respect and faithfully respond to shareholders' legitimate demands and proposals.



- (2) We strive to actively disclose information, including strengthening IR activities, to ensure that shareholders and investors can obtain necessary information in a timely and sufficient manner.
- (3) We treat all shareholders equally and fairly, including minority shareholders and foreign shareholders.
- (4) We generate continuous profits through sound management and enhance the company's market value.

### **2.3. Increase Investment Value**

- (1) We do our best to safely protect investors' assets and continuously increase investment value through professional and efficient management based on ethical and legal business activities.

## **3. Duties and Responsibilities of the Company to Its Employees**

### **3.1. Respect Each Employee**

- (1) We respect the dignity of each employee as a human being, build sound labor-management relations based on trust, and consider employees as the company's most valuable assets.
- (2) We operate a transparent HR management system that fairly evaluates and rewards employees based on their abilities and achievements, treating them equally without any discrimination based on gender, age, education, race, religion, nationality, or disability. We firmly reject unfair personnel decisions based on school ties, regional ties, or blood ties.

- (3) We create a free workplace environment for employees to work autonomously and express their individual creativity freely, and we do our best to provide a safe, healthy, and pleasant working environment.

### **3.2. Present Future-Oriented Vision to Employees**

- (1) We clearly establish the corporate philosophy, which represents the values and goals pursued by the company, present management goals accordingly, and provide concrete practical programs for all employees to identify with and realize them together.
- (2) We respect each employee's aptitude and aspirations, and operate a transparent and fair "open HR system" based on performance, achievements, and abilities.
- (3) We provide fair and just education programs to all employees to foster them as core talents who possess the necessary expertise and can demonstrate outstanding competitiveness in the future society.
- (4) We establish a smooth and efficient communication system within the company to transparently disclose and provide in a timely manner the necessary information, such as management status, to employees.

### **3.3. Increase Employees' Quality of Life**

- (1) We establish and implement the optimal welfare benefit system so that employees and their families can lead dignified and prosperous lives and enhance their quality of life.

- (2) We expand opportunities for employees to participate in external professional education programs for continuous self-development and actively encourage and support various hobby activities for self-realization.
- (3) We establish a systematic health management system for the prevention of diseases and the promotion of health of all employees, and provide customized health management and promotion programs based on the working environment per job type.
- (4) We actively encourage voluntary volunteer activities for employees to contribute to society, and we create a free atmosphere for them to participate in sound social activities as healthy citizens.
- (5) We foster a healthy working environment based on smooth communication, mutual trust, and respect among colleagues.
- (6) We do not engage in monetary transactions among employees, and we create a working environment free from socially or culturally prejudiced remarks, such as sexual harassment or insults against disabled persons.
- (7) We foster a healthy organizational culture where individuals are respected, as employees respect and trust each other regardless of position, age, or gender.
- (8) With the mindset that “the biggest customer is the employee,” we create a culture that respects employees, fostering an environment where each employee can feel a sense of accomplishment according to their qualities and abilities.

### **3.4. Protection of Personal Information and Whistleblowers**

- (1) We protect personal information collected, stored, and managed by the company in accordance with relevant laws and internal regulations, and guarantee the rights of data subjects.
- (2) The company shall ensure that whistleblowers or internal reporters are not subject to disadvantages in their status or discrimination in working conditions as retaliation for legitimate reports (consultations/reports) of unethical or illegal activities, or for related statements or submission (provision) of data.

### **3.5. Promotion of Creativity and Nurturing of Talent**

- (1) We create a work environment where members can pursue continuous change and grow through challenges.
- (2) We guarantee equal opportunities for learning and development according to each individual's abilities and aptitudes.

## **4. Duties and Responsibilities to Suppliers**

### **4.1 Building Mutual Trust with Suppliers**

- (1) We build healthy cooperative relationships with our suppliers based on mutual trust, pursuing common interests and development.
- (2) We spare no effort in providing support that can enhance our suppliers' technological capabilities and competitiveness, and we always respect and actively accept their legitimate demands and opinions.

- (3) We strive to enhance the synergy of our cooperative relationships and maintain an efficient collaborative system by transparently providing and sharing necessary information with our suppliers.

#### **4.2 Establishing Fair and Transparent Transaction Procedures**

- (1) We establish and adhere to transparent transaction procedures to ensure that transactions with suppliers (contracts, inspections, payments, etc.) are conducted fairly from an equal standing.
- (2) In selecting suppliers, we grant fair and equal opportunities to all companies and apply objective and fair evaluation criteria for their competitiveness (quality, technology, price, financial status, etc.).
- (3) We ensure that payments to suppliers are made at appropriate times according to agreed-upon terms, and we establish objective evaluation criteria for supplier performance to maintain a fair post-management system.
- (4) We do not coerce any form of undue actions or exert undue influence by utilizing our superior position.

#### **4.3 Pursuit of Shared Growth**

- (1) We recognize suppliers as "partners who work together and grow together for common interests," and we do our best for shared growth based on mutual trust.

- (2) We do not suspend or refuse transactions with suppliers without justifiable cause and strive to maintain long-term and stable business relationships.
- (3) We actively inform suppliers about the company's ethics policies and programs, encourage their participation, and respect their codes of ethics.

## **5. Fair Competition with Competitors**

### **5.1 Fair Competition**

- (1) We respect the free market competitive order and pursue "fair and square competition" with all competitors according to fair and transparent rules.
- (2) We contribute to enhancing the efficiency and economic viability of market functions through "healthy competition" and strictly comply with all fair trade-related laws and regulations.
- (3) We do not attempt to obtain information from competitors, suppliers, or other organizations through improper means, and we do not use or disclose any information illegally acquired by the company or a third party.

## **6. Duties and Responsibilities to the Nation and Society**

## **6.1 Pursuit of Sustainable Development**

- (1) We practice ESG management based on economic, social, and environmental responsibilities, and all employees actively participate in it.
- (2) We take future-oriented value creation as a core principle in the process of management decision-making, and make every effort to contribute to achieving sustainable development goals.

## **6.2 Contribution to National and Social Development**

- (1) As an important organization that makes up a part of the society, we achieve "harmony with society" and do our best to fulfill the duties and responsibilities required by society.
- (2) We grow into a sound company by efficiently operating the resources held by the company, and through this, we actively contribute to the sound development and welfare promotion of all countries and local communities where we operate.
- (3) We strictly comply with and practice all laws and ethical codes, and we contribute to the "formation of a sound culture" in society by respecting the laws, ordinances, customs, cultures, and values of all countries and regions where we operate and by striving to spread them in society.
- (4) We do not discriminate against any stakeholders, including customers, based on nationality, race, gender, beliefs, etc.
- (5) We respect the laws, cultural backgrounds, and value systems of local communities and strive to improve the quality of life for local residents.

- (6) We actively participate in sharing for society, such as volunteer activities and disaster recovery support.
- (7) We clearly recognize various stakeholders who influence and are influenced by company management, actively discuss key issues related to sustainability, and implement necessary actions.

### **6.3. Environmental Protection and Preservation**

- (1) We minimize the wasteful consumption of physical resources and the environmental pollution factors used by the company, and do our best for the efficient use of resources, thereby actively striving to protect and preserve the environment.
- (2) We strictly comply with all environment-related laws, operate "environmental protection programs" for environmental protection, and actively encourage and support employee participation in environmental protection activities.

### **6.4. Compliance with Domestic and International Laws**

- (1) We respect the laws, ordinances, customs, cultures, and values of all countries and regions where we operate, and we faithfully comply with and practice all domestic and international laws and ethical codes, as well as internationally accepted relevant laws and agreements.

## **7. Duties and Responsibilities of Employees to the Company**



### **7.1. Embrace with Corporate Philosophy**

- (1) Employees fully embrace the values of transparent and responsible management pursued by the company, make them the top priority values and principles in performing their duties, and fulfill their duties and responsibilities to actively implement the company's ethics program.
- (2) Employees should always keep in mind that all decisions and actions taken in their daily work are directly linked to the company's reputation and trust as an ethical company, and practice "right action based on sound judgment."
- (3) Employees recognize that they have a shared responsibility to ensure the company secures and continuously maintains a high reputation as an ethical company.

### **7.2. Basic Ethics of Employees**

- (1) Employees reflect values based on creativity and conviction, sincerity and practice, responsibility and service in their work, cherish and love the company, and do not engage in any actions that harm the honor of being an employee of the company.
- (2) Employees complete the mission given to them to the best of their ability through legitimate means and make continuous efforts to become top experts in their respective fields of work.
- (3) Supervisors do not instruct or coerce work that violates ethical codes and laws, and they foster a healthy organizational culture where subordinates can refuse such unfair instructions.

- (4) The company establishes a system for employees to report immediately if they violate any laws or ethical codes or become aware of others' violations, and the company thoroughly protects reporters from any disadvantages due to reporting and does its best to take appropriate measures.
- (5) Employees do not engage in any unethical acts, such as undue requests and mediation, conflicts of interest, misappropriation and leakage of company assets and information, or undue receipt of money or valuables, using their duties and positions.
- (6) Employees do not engage in any securities transactions, including stock trading, using undisclosed information learned during the course of their duties.
- (7) Employees complete the responsibilities assigned to them while performing company duties regardless of time and place, and company assets and facilities are to be used only for work purposes.
- (8) Employees clearly recognize their responsibility for ethical practice and internalize it, doing their best to ensure that a sound ethical culture is deeply rooted within the organization.

### **7.3. Establishment of a Sound Corporate Culture**

- (1) We understand and respect each other's differences and have an open mind to unite with new members.
- (2) While respecting individuals' right to political participation and political views, all political activities are excluded within the company, and no

company assets, such as funds, personnel, or facilities, are used for political purposes.

- (3) Employees shall not engage in workplace harassment, workplace sexual harassment, etc., which may infringe on individual human rights and hinder the formation of sound relationships.

#### **7.4. Maintaining Dignity**

- (1) As representatives of the nation and the company, we do not engage in acts that discredit the nation and the company or damage our own dignity.
- (2) We do not engage in unethical or illegal acts that may be criticized by society.
- (3) We always maintain polite speech and conduct to earn the respect and trust of customers, business partners, superiors, and colleagues.

#### **7.5. Compliance with Employee Job Ethics/Laws and Management Policies**

- (1) For all employees, compliance with all laws and ethical codes is the company's basic "corporate behavioral principle," so all employees must clearly understand and thoroughly comply with all laws and company regulations related to their work.

A. Decisions and actions should be made with a long-term perspective, adhering to company principles and guidelines, rather than focusing on temporary performance or achievements.

- B. Compliance with laws is the company's basic business policy, and employees must clearly recognize that violating laws causes serious damage to the company's image and can never be an action beneficial for the company.
- (2) In performing their duties according to their jobs, ranks, and positions, employees clearly recognize the authority, duties, and responsibilities granted to them, and they make decisions and act carefully within their authority to align with the values and goals pursued by the company.
  - (3) Even for matters not clearly stipulated by the company's internal regulations, employees make decisions and act according to sound common sense and ethical standards to align with the company's goals, and they actively ask questions or consult with the compliance department if they have any questions related to the ethical code.
  - (4) Employees prioritize "safety" as the top goal in all decisions and actions related to their work performance.
  - (5) Managers are responsible for guiding and managing their subordinate employees to thoroughly comply with all laws and ethical codes, and must always maintain objectivity in performing their duties.
  - (6) We deeply recognize that the realization of ethical management stems from each employee's commitment to legal compliance and sound ethical values, and we always remember that thorough practice of job ethics in daily life is the way to solidify the company's external trust and lay the foundation for continuous growth.