
Sustainability Management Policy

Leading A Sustainable Future With Green Cable Solutions



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Introduction

Purpose of Establishment

Compete freely and fairly in accordance with international standards and national laws related to fair competition. Avoid illegal monopolistic or anti-competitive practices, such as forming cartels. Do not abuse market power or use unfair methods in business dealings with business partners or suppliers, nor misuse confidential information obtained during transactions.

Scope of Application

This policy applies to all employees of LS Cable & System. It is also recommended that subsidiaries, as well as partner companies and contractors working with LS Cable & System, adhere to this policy or a similar standard, except in cases where the policy conflicts with local laws, in which case local laws will take precedence.

Purpose of Establishment

This policy is managed and operated through the ESG management team. If revisions are required, the content will be reviewed, and updated information will be published internally as well as on LS Cable & System's official website.

This policy was enacted on July 24, 2024, with Version 1.0.

LS Cable & System Ltd.

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Sustainability Management Policy

LS Cable & System establishes policies that contain guidelines and practical principles as a sustainable company. The aim is to communicate with stakeholders by disclosing major ESG policies and positions in alignment with ESG management philosophy. LS Cable & System commits to ensuring continuous improvement of its ESG policies in response to stakeholder demands and international standards. Additionally, LS Cable & System and its partners pledge to engage in active dialogue and cooperate to promote and adhere to sustainable management practices.

1. Perform duties in compliance with laws and ethics

1.1 Compete fairly by complying with laws and regulations

- Compete freely and fairly in accordance with international standards and national laws related to fair competition.
- Avoid illegal monopolistic or anti-competitive practices, such as forming cartels.
- Do not abuse market power or use unfair methods in business dealings with business partners or suppliers, nor misuse confidential information obtained during transactions.

1.2 Refrain from unethical behavior

- Do not engage in any behavior that harms the integrity of the organization.
- Do not use company resources for personal gain or private interests.

2. Strive for a transparent organizational culture

2.1 Avoid involvement in illegal transactions, such as bribery or the exchange of gifts and money

- Strictly prohibit bribery or the acceptance of improper benefits from any business activity.
- Comply with relevant international laws and treaties related to business operations, particularly those concerning bribery and corruption

2.2 Do not seek improper personal benefits

- Employees must not misuse company assets for personal financial gain or manipulate company funds or resources for illicit purposes.

3. Engage in environmentally friendly business activities to address global issues

3.1 Comply with environmental laws applicable to domestic business operations

- Adopt stricter internal standards than legal requirements for environmental regulations and manage environmental impacts systematically through monitoring and pollution prevention activities.

3.2 Minimize negative environmental impacts from business processes

- Implement resource recycling and emission reduction measures to promote environmental sustainability.
- Improve any negative environmental impacts that may arise from the operations of business partners or suppliers.

3.3 Implement strategies to respond to climate change

- Formulate and execute plans to achieve the 2050 carbon neutrality roadmap.
- Ensure that relevant response strategies are included in all business activities.
- Establish systems to support business partners in implementing climate change response strategies.

3.4 Comply with global climate change standards

- Transparently disclose results and performance related to climate change efforts.

4. Respect human rights and diversity

4.1 Respect the human rights of all employees

- Comply with labor laws and related legal standards of the countries where business activities are conducted.
- Respect the rights of employees involved in all business processes, services provided and recognize them as fundamental human rights.

4.2 Acknowledge and embrace employee diversity

- Do not discriminate based on factors such as race, nationality, gender, age, religion, education, disability, marital status, or sexual orientation.
- Provide equal opportunities for all employees to maximize their potential and contribute fairly to the company based on their performance.

5. Promote Mutual Growth with Stakeholders

5.1 Practice the value of "Customer First."

- Provide accurate information to ensure that customers can make informed decisions.
- Deliver tailored solutions to customers and ensure satisfaction through open communication.

5.2 Build collaborative relationships with business partners

- Recognize business partners as strategic allies based on mutual trust, and work together to pursue shared values, including customer satisfaction.
- Collaboratively support business partners in enhancing their competitiveness through various methods.
- Actively recommend that business partners take responsibility such as ensuring workplace safety and respecting the human rights of employees.

5.3 Respect and protect local communities

- Engage and communicate with local communities to carry out business and social activities relevant to the local context.
- Work collaboratively with local communities to reflect their expectations in business activities and to mutually contribute to the well-being of the community.

6. Contribute to Sustainable Development

6.1 As a corporate citizen, LS Cable & System fulfills the fundamental responsibilities we must adhere to

- Comply with tax obligations in a responsible manner.
- Make every effort to provide financial information, including financial reports, to shareholders and stakeholders in a timely, fair, and transparent manner.

Name	Sustainability Management Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HSE Department ESG Management Team	Managing Department	ESG Management Team

02

Environmental Management Policy

I. Overview

1. Purpose of Establishment

LS Cable & System aims to continuously improve environmental performance through environmentally friendly management while minimizing the negative environmental impact of business activities and the value chain as a whole. This policy is established based on LS Cable & System's safety and environmental management guidelines.

2. Scope of Application

The scope of this policy applies to all members of LS Cable & System. It is also recommended that affiliated companies, partners, and contractors conducting business with LS Cable & System comply with this policy or policies of a similar standard. However, in cases where the matters covered by this policy conflict with the laws of local countries, local laws take precedence.

II. Basic Principles

(1) Compliance with Environmental Laws and Improvement of Environmental Impact

- ① LS Cable & System complies with international agreements and laws related to the environment and energy, striving to improve environmental impact across all stages including product development, production, use, and disposal.
- ② LS Cable & System minimizes pollutant emissions by introducing eco-friendly production processes and applying best available technologies to prevent environmental pollution.

(2) Raw Materials

- ① LS Cable & System manages raw materials under planned production, taking into account business strategies, production schedules, and inventory management to optimize input.
- ② LS Cable & System considers resource use in finished products and substitute raw materials with eco-friendly alternatives, such as reusable materials or materials with fewer impurities.

(3) Energy and Greenhouse Gases

- ① LS Cable & System monitors energy consumption and facilities used in production to improve efficiency.
- ② To transition to renewable energy, LS Cable & System considers and implement various measures, such as establishing solar energy facilities and purchasing renewable energy certificates.
- ③ LS Cable & System monitors our progress towards achieving carbon neutrality by 2050 in conjunction with energy reduction efforts.

(4) Water Resources

- ① To minimize water usage, LS Cable & System continues activities to conserve and recycle water, and implement zero discharge systems and purification facilities to reduce wastewater discharge.

(5) Waste

- ① LS Cable & System minimizes waste generated during production and establish management standards for storage, transportation, and disposal to ensure efficient handling of waste.
- ② LS Cable & System collaborates with waste treatment companies to expand the recycling of waste materials, including cable by-products, and continually seek ways to increase resource recycling.

(6) Environmental Pollutants and Hazardous Chemicals

① Air pollutants

LS Cable & System monitors emissions of air pollutants such as dust, nitrogen oxides (NO_x), hydrogen chloride (HCl), and hydrogen fluoride (HF), and we strive to minimize emissions by implementing internal standards that are stricter than legal requirements.

② Water Chemicals

LS Cable & System monitors emissions of water pollutants, including total organic carbon (TOC), biochemical oxygen demand (BOD), suspended solids (SS), and total phosphorus (T-P). We strive to minimize emissions by implementing internal standards that are stricter than legal requirements.

③ Hazardous Chemicals

LS Cable & System proactively complies with domestic and international regulations on hazardous chemicals. We manage their use through systems like Material Safety Data Sheets (MSDS) and handle the entire process, including reporting, purchasing, storage, handling, and usage, in accordance with strict procedures.

(7) Products and Services

① Life Cycle Assessment (LCA)

LS Cable & System quantifies environmental information through life cycle assessments (LCA) of products to respond to increasingly strict domestic and international product environmental regulations.

Name	Environmental Management Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HSE Department ESG Management Team	Managing Department	ESG Management Team

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Human Rights Management Policy

I. Overview

1. Purpose of Establishment

LS Cable & System has established a human rights policy to prevent human rights violations within the scope of the company's business activities and its influence on stakeholders. To comply with human rights management, we adhere to international standards and guidelines such as the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPR), and the ILO Declaration on Fundamental Principles and Rights at Work.

2. Scope of Application

The scope of this policy applies to all members of LS Cable & System. It is also recommended that affiliated companies, partners, and contractors conducting business with LS Cable & System comply with this policy or policies of a similar standard. However, in cases where the matters covered by this policy conflict with the laws of local countries, local laws take precedence.

II. Basic Principles

(1) Respect for Human Dignity

All members are to be respected as human beings, and every effort will be made to prevent mental or physical abuse, including sexual harassment and verbal violence.

(2) Prohibition of Forced Labor

Any form of forced labor, such as human trafficking for labor exploitation, extreme physical punishment, confinement, and psychological coercion, is strictly prohibited. Employees are free to leave their employment at any time without restrictions, and they will not be forced to work against their will, nor will any illegal documents, deposits, or fees be demanded.

(3) Prohibition of Child Labor

LS Cable & System complies with the minimum age for employment standards established by applicable national and local regulations in any jurisdiction where business is conducted.

(4) Assurance of Workplace Safety

LS Cable & System strives to create the safest possible working conditions for all members. Especially for employees under the age of 18, LS Cable & System ensures they are not exposed to hazardous work environments, dangerous machinery, or excessive work hours.

(5) Prohibition of Discrimination

No member shall be discriminated against based on gender, race, age, skin color, sexual orientation, ethnicity/nationality, disability, pregnancy, marital status, religion, political opinion, labor activities, or social status. Discrimination is prohibited in all recruitment, promotion, compensation, training, and any related business processes.

(6) Compliance with Working Hours

LS Cable & System complies with the laws and regulations regarding regular working hours, overtime, and related policies applicable to each jurisdiction where our business is conducted.

(7) Fair Wages and Benefits

All members are guaranteed a wage that meets or exceeds the legal minimum wage in their jurisdiction, and the company provides necessary benefits. Wages, including overtime compensation, are calculated in compliance with legal standards, ensuring transparency and fairness. Any deductions are made according to legal requirements.

(8) Freedom of Association

LS Cable & System provides opportunities for dialogue between the company and its members to promote healthy working conditions. Members are free to form or join labor unions or other associations according to local laws, and they will not be subjected to retaliation or discrimination for exercising this right.

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(9) Protection of Local Communities

LS Cable & System strives to ensure that the company's business activities do not harm the safety and welfare of local communities. We actively work to minimize any negative impact on local communities.

(10) Environmental Protection

LS Cable & System is committed to protecting the environment by minimizing any negative impact on human health and the ecosystem resulting from business activities. We adopt responsible practices to prevent pollution and adhere to local environmental laws and regulations.

Name	Human Rights Management Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HR Planning Team	Managing Department	ESG Management Team

04

Diversity, Equity, and Inclusion Policy

I. Overview

1. Purpose of Establishment

This policy aims to realize the LS Partnership management philosophy, which seeks to create 'Greater Value Together, and improve diversity, equity, and inclusion (DE&I) for all members of LS Cable & System and its subsidiaries. It also aims to prevent workplace harassment and discrimination based on gender or sexual orientation and to create a healthy working environment where all employees can maximize their potential.

2. Scope of Application

This policy applies to all members of LS Cable & System. It is recommended that subsidiaries, partners, and contractors who engage in business with LS Cable & System comply with this policy or policies of an equivalent standard. However, in cases where this policy conflicts with the local laws of a country, local laws will take precedence.

II. Basic Principles

(1) Diversity and Inclusion

Diversity refers to the respect for the unique characteristics of individuals, including culture, gender, nationality, race, ethnicity, religion or belief, social and economic background, and abilities. Inclusion means creating an environment where all members of the organization feel a sense of belonging and are empowered to participate fully in the workplace, maximizing their potential. Specifically, the following principles shall be adhered to in order to achieve these goals:

- Respect cultural differences and maintain an inclusive work environment
- Create an environment where all members can contribute to the company's success by utilizing their skills, experience, and knowledge in the workplace
- Provide employees with the time, space, and methods needed to perform their tasks effectively, supporting them in achieving their individual visions
- Foster a corporate culture that promotes open communication, mutual respect, and collaboration
- Ensure that individuals with physical or mental disabilities are not disadvantaged in performing their duties and provide accommodations and assistance where necessary

- Recognize and value the talents of all generations, and promote an environment where individuals of different backgrounds, cultures, and nationalities can work together
- Establish a work environment that encourages all employees, regardless of marital status, gender, age, or family relationships, to collaborate harmoniously
- Implement a promotion system based on merit and performance
- Ensure that recruitment, promotion, and training processes are free from discrimination and bias

(2) Equity

Equity refers to providing equal opportunities in promotion, hiring, and training, ensuring that all employees can maximize their potential. The following principles must be observed to achieve this goal:

- ① Discrimination based on race, nationality, gender, age, educational background, religion, region, disability, marital status, or gender identity, unrelated to ability, is not tolerated.
- ② The principle of gender equality must be adhered to within the company, its affiliates, and suppliers:
 - Ensure that female employees are not subjected to unfair discrimination due to pregnancy, childbirth, or childcare.
 - Individual growth within the workplace must not be hindered by gender.
 - The same working conditions must be provided for the same work and for work of equal value.
 - A fair evaluation based on individual capability and performance must be conducted, and appropriate rewards must be systematically provided.
 - Equal opportunities for employment must be provided to those who meet the job qualifications and competencies, and individuals must be treated without bias based on social or cultural background or education.

Name	Diversity, Equity, and Inclusion Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	HR Planning Team	Managing Department	ESG Management Team

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Supplier code of conduct

I . Overview

1. Purpose of Establishment

This policy is applicable to all suppliers and is aimed at ensuring strict compliance with laws and regulations that govern corporate operations, including ethics, environmental protection, labor and human rights, health and safety, and governance systems. LS Cable & System expects that by complying with this policy, its suppliers will not only achieve further growth but also contribute to sustainable development.

2. Scope of Application

This policy applies to all suppliers who have entered into agreements with LS Cable & System (including domestic and overseas subsidiaries) to provide products and services. Furthermore, LS Cable & System expects suppliers to extend this policy to their sub-suppliers (including subcontractors) and ensure its implementation throughout their supply chain.

3. Role and Responsibilities of Suppliers

All suppliers should take into account the requirements set forth in this policy in the course of their business activities. LS Cable & System will monitor suppliers' compliance and reserves the right to evaluate suppliers' operations to ensure adherence. If suppliers fail to comply with this policy or related laws, LS Cable & System may conduct corrective measures such as suspension or termination of business relationships. Additionally, suppliers are expected to cooperate in minimizing risks identified in areas such as human rights violations, environmental harm, and unethical practices. Suppliers should take preventive and corrective measures where necessary and cooperate with LS Cable & System to ensure sustainability in the supply chain.

4. LS Cable & System's Efforts

LS Cable & System is committed to supporting its suppliers in complying with this policy and implementing best practices through close cooperation. LS Cable & System will establish reporting mechanisms, and suppliers are encouraged to report any violations or concerns regarding non-compliance with the policy. LS Cable & System will provide a transparent process to ensure that suppliers can report issues without fear of retaliation. Additionally, LS Cable & System will maintain an anonymous reporting channel to protect whistleblowers, ensuring confidentiality and safeguarding their rights.

II. Basic Principles

1. Compliance and Ethical Management

Suppliers should engage in transparent and ethical management, striving to conduct their businesses with integrity. To this end, they are required to comply with the laws of the countries in which they operate and maintain the highest ethical standards.

(1) Compliance with Laws

All suppliers conducting transactions with LS Cable & System should comply with all applicable laws related to business transactions and operations, as well as observe the integrity of such transactions.

(2) Integrity and Fair Transactions

Suppliers should maintain transparency and fairness in all business transactions. They should not provide bribes or accept improper offers in exchange for unfair advantages. Suppliers should refrain from engaging in activities that impede fair competition, such as monopolies or price-fixing, and they should comply with all applicable laws governing fair competition and trade.

(3) Mutual Cooperation

Suppliers actively participate in our programs for mutual cooperation and strive to maintain a fair and sustainable business relationship.

(4) Protection of Intellectual Property and Prohibition of Unauthorized Use

Suppliers shall respect the intellectual property rights of all suppliers within the supply chain, including LS Cable & System, and make efforts to protect trade secrets, internal information, and technical know-how. Furthermore, the suppliers shall not use or manufacture, nor sell, any materials or parts that are unauthorized or counterfeit.

(5) Protection of Personal Information

Suppliers should protect the personal information of all individuals, including clients, suppliers, employees, and stakeholders, through systematic management. Suppliers should comply with all applicable laws and regulations regarding the protection and confidentiality of personal information.

(6) Responsible Procurement of Raw Materials

Suppliers should ensure that the raw materials they purchase, produce, or distribute do not involve severe human rights abuses or cause significant environmental harm. In particular, they are strictly prohibited from using conflict minerals in transactions with our company without prior authorization.

2. Environmental Protection

Suppliers should comply with environmental laws and regulations related to environmental protection and assess the environmental impact of their manufacturing processes. Suppliers are expected to minimize any negative impact on the local environment, regional ecosystems, and natural resources.

(1) Compliance with Environmental Laws

Suppliers should acquire, maintain, and manage all required environmental permits and registrations necessary for business operations. They are responsible for adhering to the latest legal and regulatory requirements and should report their compliance status.

(2) Energy Use and Emissions Reduction

Suppliers should strive to implement systems that reduce energy consumption and emissions. This includes efforts to improve energy efficiency, conserve natural resources, and increase the use of renewable and sustainable energy sources. Suppliers should work to minimize greenhouse gas emissions and other pollutants released into the environment.

(3) Emissions of Pollutants

Suppliers should monitor and manage emissions of pollutants into the air, water, and soil, ensuring compliance with regulatory standards. Suppliers should continuously track and reduce emissions wherever possible.

(4) Waste Management

Suppliers should work to minimize waste generated from their manufacturing processes and products and properly manage and dispose of waste in compliance with local environmental laws. Efforts should be made to reduce, reuse, and recycle materials to the greatest extent possible.

(5) Compliance with Chemical Regulations

Suppliers should comply with chemical safety regulations in the countries where they operate. When using chemicals, suppliers should ensure the safe handling, storage, and disposal of hazardous substances to prevent any harm to the environment or human health.

(6) Resource Conservation

Suppliers should strive to use resources efficiently and minimize the use of materials that have a negative impact on the environment. Suppliers are encouraged to utilize sustainable materials and reduce their environmental footprint.

3. Respect for Human Rights

Suppliers should uphold and respect human rights in all their business locations, adhering to internationally declared principles such as the UN Guiding Principles on Business and Human Rights. Suppliers should work to eliminate any form of forced or illegal labor and create an environment where all members respect and support each other.

(1) Compliance with Labor Laws

Suppliers should respect the dignity and human rights of all their members and stakeholders. They should not impose unfair burdens on any group, and they should comply with international human rights standards such as the Universal Declaration of Human Rights (UDHR) and the conventions of the International Labour Organization (ILO)*)

(2) Embracing Diversity and Inclusion

Suppliers should strive to create an inclusive environment where the diversity of all employees is valued and respected. They should ensure that all employees feel recognized and accepted regardless of differences in background and identity.

(3) Prohibition of Discrimination and Harassment

Suppliers should not discriminate against individuals based on gender, race, age, skin color, religion, marital status, nationality, social background, disability, pregnancy, political opinion, sexual orientation, or any other personal characteristic. Discrimination in recruitment, promotion, compensation, and access to training is strictly prohibited. Harassment, including verbal and physical abuse, is also forbidden.

(4) Freedom of Association and Collective Bargaining

Suppliers should guarantee the right of all employees to freely associate and engage in collective bargaining according to local labor laws. Employees should be able to express their opinions without fear of retaliation.

(5) Protection of Local Communities

Suppliers should ensure that their business operations do not infringe on the rights of local communities. Suppliers should protect the health, safety, and freedom of local residents, making efforts to avoid negative impacts on local communities.

*) A specialized agency of the United Nations established to improve the working conditions of workers

(6) Prohibition of Child Labor

Suppliers should comply with international laws regarding child labor, and they should not employ individuals under the legal working age in their respective countries. Suppliers should not employ individuals under the age of 15 for any kind of work.

(7) Prohibition of Forced Labor

Suppliers should not engage in or tolerate any form of forced labor, including human trafficking, extreme physical punishment, confinement, or psychological coercion. Employees should be free to leave their jobs of their own will, and suppliers should not retain any identification documents or demand illegal payments.

4. Safety Management

Suppliers should comply with safety and health-related laws and regulations, and should take appropriate measures to provide a healthy and safe working environment for workers by working to eliminate potential safety hazards.

(1) Compliance with Labor Laws

Suppliers should comply with the applicable national laws and company regulations related to safety and health and maintain safe working conditions. They should also have organizational procedures and systems in place to ensure the health and well-being of their employees.

(2) Risk Assessment

Suppliers should assess and eliminate safety risks to ensure that workers can operate in safe and healthy working environments. These measures should include hazard identification, training in emergency response and personal protective equipment, and compliance with relevant laws and regulations.

(3) Emergency Response Process

Suppliers should establish and maintain procedures and systems to minimize damage in case of emergencies and accidents. They should ensure that industrial accidents and occupational illnesses are managed effectively.

(4) Workplace Safety and Health Management

Suppliers should maintain all facilities safely, and provide systems to prevent physical labor risks while evaluating safety risks in production facilities and other workplace environments.

(5) Hazardous Chemicals Management

Suppliers should handle hazardous chemicals in business operations in a way that ensures safety in storage, transportation, and use. They should provide information that enables safe handling and identification of hazardous substances.

(6) Facility Safety Management and Safety Equipment Provision

Suppliers should conduct regular safety inspections and assessments of all facilities to prevent accidents. They should have protective measures in place to prevent accidents, and proper safety equipment should be provided and maintained.

5. Management System

Suppliers should recognize the importance of sustainable management and establish a management system to support it.

(1) Expression of Commitment to Policy Compliance

Suppliers should demonstrate their commitment to sustainable management by publicly expressing their intention to comply with this policy or any higher standard of sustainable management that applies to their operations.

(2) Understanding of Laws and Customer Requirements

Suppliers should ensure compliance with applicable laws, regulations, and customer requirements. They should establish procedures to understand and monitor these requirements and ensure that they are followed.

(3) Risk Assessment and Management

Suppliers should identify and evaluate risks related to ethics, environment, safety, and labor practices. Once risks are identified, suppliers should establish processes to prevent or mitigate them, ensuring that appropriate control measures are in place.

(4) Self-Assessment and Corrective Actions

Suppliers should conduct regular self-assessments to verify compliance with this policy, relevant laws, and regulations, and take corrective actions where necessary to maintain compliance.

(5) Operation of Grievance Mechanism

Suppliers should have a grievance mechanism that allows employees to report, in confidence, any concerns related to ethics, environment, labor, and safety. Employees should be fully informed about the system and their rights.

Name	Supplier code of conduct	Version	1.0
Date of Enactment	2006. 6. 1	Date of Revision	-
Enacting Department	Purchasing Planning Team	Managing Department	ESG Management Team

06

Code of ethics

I . Overview

1. Purpose of Establishment

LS Cable & System upholds the corporate management philosophy of 'LS partnership,' based on respect, fairness, and trust, to create excellent outcomes through ethical actions and responsible behavior, with an open and sincere mindset both internally and externally. To achieve this, LS Cable & System establishes this Code of Ethics as a standard for the behavior and values that all members of LS Cable & System must uphold, aiming to promote responsible actions and sustainable development.

2. Scope of Application

This policy applies to all members of LS Cable & System. It is also recommended that affiliated companies, partners, and contractors working with LS Cable & System comply with this policy or policies of a similar standard. However, in cases where this policy conflicts with the local laws of a country, local laws will take precedence.

II. Basic Principles

Chapter 1. Responsibilities and Obligation for Customers

LS Cable & System always respects the customers' opinions and creates value helpful for winning the customer's trust.

1. Respect for Customers

- You shall hear the customers' opinions and think that the customers' demands are always valid.
- You shall set customer satisfaction as the top standard of judgment and action.

2. Providing Credible Information

- You shall not spread or provide invalid information to the customers.
- You shall not hide information that the customers should know.
- You shall not slander third party products or compare them with without grounds.

3. Response to Customers

- You shall keep our promises with the customers.
- If a customer makes a request for after-sales services or product exchange/refund, you shall make a response promptly.

4. Offer of Value to Customers

- You shall provide the best products and services by continuing to develop technologies and to improve product quality.

5. Protection of Customers' Interests

- You shall protect the customers' properties as if they were your own and you shall not use them indiscriminately.
- You shall not use or disseminate without permission any information you may obtain.
- You shall not engage in unethical actions that may affect the customers' interest.

Chapter 2. Basic Ethics of Employees

If an employee breaks the corporate ethical standard, it could be the cause of a disciplinary measure including but not limited to discharge or filing a suit with the court.

1. Prohibition of Unjust Action Using Position or Duty

- You shall not accept or demand a promise of recruitment after quitting the job from a person concerned while working.
- You shall not make an agreement for personal business nor make transactions. (e.g., borrowing property and loans) with the person concerned.
- A boss shall not implicitly or explicitly order or demand the team or his or her staff to do his or her personal business.

2. Valid and Fair Reporting

- You shall not mislead the decision of a boss or a relevant team by fabricating documents or coefficients or reporting invalid information.

3. Ethical Behavior

- You shall not perform unethical or immoral behavior that may hurt the honor of LS Cable.
- You shall not foster distrust in a team or engage in behavior that may affect the sound environment of the team by fabricating or spreading rumors.

4. Prohibition of Behavior that Negatively Affects Corporate Interests

- You shall not directly operate or finance a company that may negatively affect corporate interests
- You shall not participate in the operation of companies or subcontractors related to the job nor finance them without prior discussion.

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- You shall not be employed by a competitor or a subcontractor concomitant to your period of employment with LS Cable, consult, or give advice that may do damage to the interests of LS Cable.
 - If you are employed by another company, you shall inform LS Cable of the fact and discuss the issue with LS Cable.

5. Prohibition of Sexual Harassment

- You shall not engage in behavior that may do emotional or physical damage to other people.
- You shall not sexually harass another employee regardless of your position; you shall not cause difficulties in maintaining employment status nor develop a stain on character.

6. Self-Development

- You shall make efforts for self-development in order to become good resource in this era of globalization.
- You shall make efforts to become the best expert in your job.

Chapter 3. Fair Competitions (With Competitors)

LS Cable conforms to the relevant laws of the country while performing business activities all over the world and secures advantage in fair competition.

1. Obtaining and Using Valid Information

- You shall not obtain information on or a trade secret of competitors in an unjust manner.
- You shall not leak information on competitors even if the information is obtained justly.

2. Securing Advantage in Competition Justly

- You shall not steal or infringe on tangible or intangible assets of any and all fields owned by competitors.
- You shall not libel competitors through advertisement.

3. Prohibition of Consultation

- You shall not consult with competitors on sales prices, conditions, and/or regional distribution.
- You shall not organize or join an unjust conference or consultation organization with a business contact in the same industry.

4. Conforming to Laws and Commercial Customs

- In any and all domestic and overseas business activities, you shall conform to the relevant laws of the country and its transactions customs.
- You shall conform to the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions of OECD and the Korean law of preventing bribery in international business transactions.

Chapter 4. Fair Business Transactions (Subcontractors)

Equal opportunities for making any business transactions should be ensured. Joint growth is pursued by creating a relationship based on mutual trust and cooperation through transparent transactions.

1. Selecting a Business Contact through Fair Procedure

- You shall establish and enforces rules and systems on the procedure of selecting a business contact so that a business contact can be selected or registered pursuant to fair appraisalment criteria.

2. Fair Business Transactions and Appraisalment

- You shall report fairly the results of business transactions appraised to the business contact and apply them to the next transaction.
- You shall apply a sound suggestion for the improvement and innovation of business transactions to actual works.
- If you use the technologies or other properties of a business contact, you must get approval from the business contact to do so.
- If the business contact is damaged due to a fault of LS Cable, LS Cable shall compensate the damage.
- You shall not perform any unjust action prohibited by the regulations relevant to fair transactions.

3. Clean Transactions

- You shall not receive or demand economic profit such as money and other articles, services, treats, or other benefits.
- You shall not solicit by using special relationships such as family, birthplace, or alma mater and shall not apply external pressure by using a position at work.
- You shall not hinder the business activities of a subcontractor by using information on and technologies of the subcontractor gained during business transactions without prior explicit approval.

4. Support to Subcontractors

- You shall establish and conform to a guideline for supporting subcontractors in order to cultivate them.
- The said guideline shall set forth the qualifications, rights, and obligations of subcontractors and include the operation standards for support including but not limited to technical support and management guidance.

Chapter 5. Corporate Responsibilities For Employees

LS Cable respects any and all employees as individuals and treats them fairly depending on their abilities and performance. LS Cable also tries to allow employees to show their creativity.

1. Cultivation of Talent Employees

- You shall establish, support, and activate the systems required to cultivate employees into autonomous, original talent.
- A boss shall give advice and guidance to the staff by taking the aptitude and abilities of all concerned into consideration under the determination to cultivate the staff into active and strong talent.

2. Treat Employees Based on Abilities and Performance

- You shall provide employees with opportunities for improving their abilities fairly and not differentiate between them depending on academic background, gender, age, or birthplace.
- You shall establish, inform, and conform to criteria for evaluating the abilities and performance of employees in order to create an environment of fair competition.

3. Free Speech

- You shall establish systems required for employees to make suggestions and to express difficulties freely.

4. Responsibilities for Health and Safety

- You shall take measures required for the health and safety of employees.
- You shall take safety measures required in places of work where there are hazardous or harmful objects.

Chapter 6. Responsibilities for Country and Society

LS Cable shall grow into a sound company through rational business operations to contribute to the rich life of the Korean public and to the growth of society.

1. Prohibition of Immoral and Antisocial Business Activities

- You shall not engage in activities that may negatively affect the national economy or that may not be fit for the culture of Korea.

2. Contribution to the Growth of Korea and Society

- You shall provide anyone with equal employment opportunities regardless of academic background, gender, or place of birth.
- You shall make a tax return in good faith and pay the tax owed.
- You shall accept reasonable demands from local residents regardless of their station in life and you will make every effort to satisfy the demand.
- You shall guarantee and encourage participation of employees in sound volunteer services.

3. Protection of Shareholder Interests

- You shall respect the shareholder's right to know, reasonable demands, suggestions, and formal decisions.
- You shall not purchase and sell stocks by using internal information or information on other companies obtained while working.
- You shall not do damage to the interests of minority shareholders to protect the interest of majority shareholders.

4. Protection of the Environment

- You shall prohibit business activities that run counter to the protection of the environment and make investments for the prevention of pollution and contamination.
- You shall actively engage in activities for the protection of the environment and conform to regulations relevant to environmental protection.

Name	Code of ethics	Version	1.0
Date of Enactment	2006. 6. 1	Date of Revision	-
Enacting Department	Internal Audit Team	Managing Department	ESG Management Team

07

Anti-Corruption Policy

I. Overview

1. Purpose of Establishment

LS Cable & System has a responsibility to comply with global regulations and standards related to anti-corruption in all regions where it conducts business. The purpose of this policy is to prevent corruption and bribery practices that harm the company's tangible and intangible assets and hinder the fair performance of duties by its members. It also aims to ensure active practice according to ethical and moral values.

2. Scope of Application

This policy applies to all members of LS Cable & System. It is also recommended that subsidiaries, partners, and contractors who do business with LS Cable & System comply with this policy or similar standards. However, if the matters covered in this policy conflict with the laws of the local country, the local laws will take precedence.

II. Basic Principles

(1) Compliance with Laws

All transactions must comply with local laws and international standards related to bribery and corruption prevention. Even if an action is based on social or business practices, it cannot be exempted from liability if it violates global anti-corruption laws and standards.

(2) Bribery and Offering of Advantages

No direct or indirect provision, promise, or offer of money or entertainment is allowed to obtain undue benefits from public officials, members of public institutions, or members of international organizations. Additionally, payments such as facilitation payments^{*)} or fees intended to expedite standard procedures or services are prohibited.

(3) Improper Solicitation

It is prohibited to use superior status to make unfair demands or receive compensation from stakeholders for the purpose of gaining business advantages. It is also forbidden to facilitate or solicit stakeholders to engage in unfair transactions with the company or its partners. Favoring specific clients or partners with advantageous conditions in transactions is likewise prohibited.

(4) Gifts and Entertainment

Gifts or entertainment that exceed socially accepted standards and may influence fair job performance could be considered acts of bribery, so caution is required. While there may be specific laws, cultures, and practices related to gifts and entertainment in different countries, these must always be provided within legal and legitimate bounds. If such items are unavoidably received, they should be handled according to internal management policies.

(5) Donations and Sponsorships

Donations or sponsorships are pursued fairly according to internal execution standards and procedures. No member is allowed to offer donations or sponsorships in the name of the company or on behalf of the company to political parties, politicians, or related entities.

*) Facilitation payments are small, unofficial payments made to government officials to speed up administrative processes or avoid delays

Name	Anti-Corruption Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	Legal/Compliance Team	Managing Department	ESG Management Team

08

Tax Policy

I. Overview

1. Purpose of Establishment

LS Cable & System establishes this policy to comply with domestic and international tax laws and minimize tax-related risks. Through the establishment and disclosure of this tax policy, it enhances the value of stakeholders and lays the foundation for the company's sustainable growth.

2. Scope of Application

The scope of this policy applies to all members of LS Cable & System. It also recommends that subsidiaries, partners, and contractors who do business with LS Cable & System comply with this policy or similar standards. However, if the matters covered in this policy conflict with the laws of the local country, the local laws will take precedence.

II. Basic Principles

(1) Compliance with Regulations

- LS Cable & System complies not only with domestic laws but also with the tax laws and regulations of each country in which it operates. It faithfully fulfills its tax obligations.
- It prohibits the transfer of income between countries by exploiting differences in tax structures and does not operate legal entities or use tax havens for the purpose of tax avoidance.

(2) Reporting and Payment

- All transactions are reported and tax obligations are fulfilled within the deadlines set by the laws of each country.
- If requested by the tax authorities of any country, LS Cable & System promptly provides the relevant facts and evidence.

(3) Tax Risk Management

- It conducts prior tax reviews on various tax-related issues that may arise from major business activities and continuously monitors tax policy revisions to manage them proactively.
- Where necessary, it seeks advice from external tax experts to establish the best response strategies.

(4) External Disclosure

- The company's tax information is transparently disclosed through the audit report in the electronic disclosure system of the Financial Supervisory Service of Korea.
- In the audit report, one can find information on the basis for calculating income taxes expenses, deferred tax assets and liabilities, and the breakdown of income taxes expenses. Its transparency and objectivity are ensured through external audits.

(5) Transfer Pricing Policy Implementation

- LS Cable & System adheres to the OECD Transfer Pricing Guidelines and the laws of each country in transactions with related parties, adhering to the principle of arm's length transactions. For transfer pricing transactions with foreign related parties, it manages the implementation status by preparing BEPS*) and transfer pricing reports with external tax experts.

*) Base Erosion and Profit Shifting: Tax planning strategies used by multinational companies to shift profits to low or no-tax jurisdictions, thereby eroding the tax base of higher-tax jurisdictions

Name	Tax Policy	Version	1.0
Date of Enactment	July 24, 2024	Date of Revision	-
Enacting Department	Accounting team	Managing Department	ESG Management Team

Appendix

Policy	Reference
Environmental Management Policy	<ul style="list-style-type: none"> • LS Cable & System HSE management policy • ISO 14001
Human Rights Management Policy	<ul style="list-style-type: none"> • UN Guiding Principles on Business and Human Rights • Universal Declaration of Human Rights • The Constitution of the International Labor Organization(ILO)
Diversity, Equity, and Inclusion Policy	<ul style="list-style-type: none"> • GRI, Standards 405-Diversity and Equal Opportunity(2016) • ISO 30415:2021 Human Resource Management
Supplier code of conduct	<ul style="list-style-type: none"> • Responsible Business Alliance
Code of ethics	<ul style="list-style-type: none"> • LS Cable & System Code of ethics and explanation
Anti-Corruption Policy	<ul style="list-style-type: none"> • Act on the Prohibition of Improper Solicitation and Bribery (Law of the Republic of Korea) • Foreign Corrupt Practice Act • UK Bribery Act • UN Convention against Corruption
Tax Policy	<ul style="list-style-type: none"> • Tax Law of the Republic of Korea • OECD Publications OECD Transfer Pricing Guidelines
Common	<ul style="list-style-type: none"> • OECD Guidelines for Multinational Enterprises on Responsible Business Conduct