

Anti-Corruption and Bribery Policy

In accordance with the principles that are the management philosophy and foundation of company, we have consistently adhered to social ethics and morality, and practiced legitimate and righteous management. To grow as a transparent and sustainable global company, we commit to the following Anti-Corruption and Bribery Policy.

Article 1 (Code of Conduct for Executives and Employees)

1. Based on the company's management philosophy, we always conduct our business in a legitimate and righteous manner.
2. We strictly comply with domestic and international laws, regulations, and company regulations related to corruption and bribery, thereby safeguarding the honor of both individuals and the company.
3. In the performance of our duties, we neither engage in nor direct any activities related to corruption, including the acceptance of bribes such as money, entertainment, or conveniences, the improper use of company assets or internal information, or unjust enrichment.
4. We are committed to avoiding conflicts of interest and ensuring that all business is fairly conducted.
5. If any act of corruption is identified or the potential for such an act is discovered, it should be reported to the company immediately to contribute to the company's transparent management.
6. We contribute to the operation of the company's anti-corruption and bribery management system and the achievement of goals by minimizing corruption risks and continuously improving it.

Article 2 (Company Duties and Responsibilities)

1. Based on mutual respect, we engage in fair and free competition and secure a global competitive advantage.

2. We conduct our business only with parties that operate legitimately and fairly, we do not engage in any illegal or irregular transactions.
3. We establish an organization and appoint a responsible person dedicated to anti-corruption and bribery to monitor the activities related to corruption and bribery while ensuring their autonomy and independence.
4. We establish an anti-corruption and bribery management system that meets global standards, and through proactive support and monitoring, we minimize corruption risks and continuously improve our anti-corruption and bribery management practices.
5. We actively implement protective measures for good-faith whistleblowers and ensure that they do not suffer any disadvantages as a result of their reporting, thereby promoting the positive function of the whistleblowing system.

August 1, 2024

Kukdo Chemical Co., Ltd.

CEO & Chairman, Si Chang Lee