

CP operating regulations

Chapter 1 General Principles

Article 1 (Purpose)

This regulation is applied to the Monopoly Regulation and Fair Trade Act (hereinafter referred to as the "Fair Trade Act") by executives and employees. Its purpose is to prescribe basic procedures and standards to be observed for compliance with fair trade-related laws and regulations.

Article 2 (Scope of Application)

All executives and employees of the Company shall comply with the provisions of this Regulation, and this Regulation shall take precedence with respect to the Regulations of the Company at odds with this Regulation.

Article 3 (Definition of Terms)

The definitions of terms used in this regulation are as follows.

1. The term "competitive authority" means a government agency responsible for the enforcement of fair trade-related laws and regulations and the Fair Trade Commission and its subordinate agencies.
2. The term "Fair Trade-related Act" means all laws enacted for the purpose of promoting competition and maintaining fair trade order, such as the Fair Trade Act, the Fair Trade Act on Large-scale Distribution Business, the Fair Trade Act on Subcontract Transactions, the Fair Trade Act on Terms and Conditions, the Fair Trade Act on Labeling and Advertising, the Act on Consumer Protection in Electronic Commerce, etc.

3. The term "employee" means all executives and employees who have entered into an employment contract with the company.
4. The term "self-compliance" means autonomously meeting the requirements set forth in the laws and regulations related to fair trade that apply to the company.
5. The term "board of directors" means the company's highest decision-making body, which has voting rights for the appointment and dismissal of self-compliance managers, and finalizes CP operation performance and future plans.
6. The term "ethics committee" shall direct and supervise the ethical management of the company, and the CP operation department
It refers to an organization that can request correction or compensation from the compliance committee, etc., if necessary in connection with it.
7. The term "compliance committee" means an autonomous dispute mediation organization under the ethics committee
As a result, practice on the examination of unfair trade practices and the treatment of damage compensation
It refers to an organization that conducts appropriate decisions and recommendations for improvement.
8. The term "Chief Compliance Manager" is the "Chief Executive Officer" who is the final director of CP operations
It means "CEO".
9. A "self-compliance manager" establishes a self-compliance program and the process of its implementation
It refers to a person who supervises the overall operation of a self-compliance program.
10. The term "self-compliance council" means a working-level advisory and consultative body for the efficient operation and promotion of CP, which conducts deliberation and resolution on major compliance issues and promotes organic cooperation between departments.
11. The "Voluntary Compliance Program" (hereinafter referred to as the "CP") specifically refers to the compliance of the autonomous compliance

program It presents behavioral elements and implementation plans to practice.

12. The "autonomous compliance manual" is designed to autonomously comply with fair trade laws and regulations As internal guidelines, laws and regulations related to fair trade, and self-compliance programs It refers to a self-compliance manual composed of contents for operation.
13. The term "CP supervision department" means a department that supervises and executes CP affairs by assisting a self-compliance manager.
14. The "person in charge of self-compliance by department" shall be the head of each department, and process within the relevant department It refers to a person who proactively checks and prevents transaction-related violations of laws and regulations and manages CP operations within the department so that department members are familiar with the self-compliance manual and apply it to their work.

Chapter 2 Organizational Structure and Division of Business

Section 1 Board of Directors

Article 4 (Authority and Responsibility)

- ① The board of directors is the highest decision-making body for the operation of the company's CP, and deliberates and decides on the following matters.
 1. Appointment and dismissal of Chief Compliance Manager (CEO) and Compliance Manager
 2. Annual CP Operational Performance Report and Final Approval of Future Plans

3. Determining key budgets and organizational composition for CP operations

- ② The Board of Directors shall ensure the independence of CP operations and shall be regularly briefed on the status of operations by the Compliance Manager.

Section 2 Ethics Committee

Article 5 (Director and Supervision)

- ① The Ethics Committee has the right to command and supervise the overall ethical management and CP operation of the company.
- ② The Ethics Committee may, if necessary in connection with the operation of CPs, require the Compliance Committee or the Compliance Manager to investigate, correct or compensate for damage to certain matters.
- ③ The Ethics Committee may report to the board of directors or recommend the establishment of improvement measures if it finds any significant defects or violations of CP operations.
- ④ The details of the composition of the Ethics Committee are the operating regulations of the Ethics Committee decide.

Section 3 Compliance Committee

Article 6 (Installation and Duties)

- ① The company shall establish a compliance committee under the ethics committee to ensure fairness and professionalism in CP operation.
- ② The Compliance Committee shall perform duties such as autonomous dispute mediation, unfair trade examination, and compensation for damages.
- ③ For details on the composition of the composition of the compliance

committee, the compliance committee member It is determined by the operating regulations of the association.

Section 4 Chief Compliance Manager

Article 7 (Duties and Authority)

- ① The Chief Compliance Manager has the ultimate decision-making authority on CP operations.
- ② The chief autonomous compliance manager may allocate budgets and resources for the construction and operation of CPs.
- ③ The chief autonomous compliance manager may assign the roles and responsibilities of executives and employees in the operation of CPs.

Article 8 (Obligation)

- ① The Chief Compliance Manager shall ensure that Compliance is an important value of the Company.
- ② The Chief Compliance Manager shall grant sufficient authority to the Compliance Manager so that the CP can operate independently and recognize the independent reporting authority of the Compliance Manager.
- ③ The chief autonomous compliance manager shall continuously support CP operation-related budgets so that effective CP operation and improvement can be achieved.
- ④ The Chief Compliance Manager shall not give instructions that violate fair trade laws and standards for CP operation.

Section 5 Autonomous Compliance Manager

Article 9 (Appointment and Dismissal)

- ① The Company has a Chief Compliance Manager (CEO) to enhance the effectiveness of CP operations, and appoints a separate Compliance Manager for practical execution and assistance.
- ② The appointment and dismissal of the Chief Compliance Manager and Compliance Manager shall be approved by the Board of Directors.
- ③ A self-compliance manager shall be a person who meets the following criteria.
 1. A person who has a position and position to the extent that he/she can effectively perform duties related to self-compliance
 2. A person who has experience and knowledge of fair trade-related laws and regulations and CP operation
- ④ The CP supervision department delivers the appointment or dismissal of the autonomous compliance manager and the authority to internal and external stakeholders through e-mail or homepage posting.
- ⑤ The term of office of a self-compliance manager shall be three years.
- ⑥ If the compliance manager is unable to perform the duties due to unavoidable reasons, the head of the CP department shall act on behalf of the CP until the compliance manager is able to perform the duties or until a new compliance manager is appointed with board approval.

Article 10 (Authorities and Duties)

- ① The authority of the self-compliance manager shall be as follows.
 1. Check and investigate the status of self-compliance
 2. The right to propose a system to enforce compliance across the company
 3. Right to request improvement and correction of matters that violate fair trade laws and standards for CP operation
 4. Right to request submission of data and information necessary for performing duties
 5. Other powers deemed necessary by the Board of Directors

- ② The duties of a self-compliance manager shall be as follows.
 1. Performance of duties in accordance with duty of care as a good manager
 2. Independent and efficient operation of CP

Article 11 (Duties)

A self-compliance manager shall perform the following duties for the efficient operation of self-compliance.

1. Establish plans related to self-compliance
2. CP operation
3. Report CP operational plans, status and performance to the Board at least once a year with approval from the Chief Compliance Manager
4. Conduct an inspection on the status of compliance once a half year and report it to the Chief Compliance Manager or Board of Directors
5. Request for the presentation of a disciplinary committee against executives and employees who violate the Fair Trade Act
6. Request for improvement and correction of matters in violation of fair trade laws and standards for CP operation
7. Conducting employee training on self-compliance
8. Convocation and operation of the Autonomous Compliance Council
9. Cooperation and support with competition authorities, etc
10. Other matters deemed necessary for the efficient operation of CP

Article 12 (Secure of independence)

- ① Self-compliance managers are guaranteed independence in their work on

self-compliance.

- ② A self-compliance manager is guaranteed independence in performing his/her duties and has the authority to report directly and face-to-face to the chief self-compliance manager and the board of directors on major compliance issues
- ③ In order to ensure the objectivity and independence of the performance of the duties of the autonomous compliance manager, the company shall not impose personnel disadvantages on grounds related to the performance of the duties of the autonomous compliance manager unless the autonomous compliance manager violates the obligations under the standards for CP operation.

Article 13 (Support from Company)

- ① The company shall actively support human and material resources necessary for the efficient performance of CP work of autonomous compliance managers.
- ② Compliance managers can seek professional assistance at the company's expense.
- ③ Autonomous compliance managers may be allocated a separate budget of not more than 100 million won per year for expenses required for CP work.

Section 6 Autonomous Compliance Council

Article 14 (Installation and Configuration)

- ① A self-compliance manager is an advisory and consultative body related to the promotion of CP, and self-compliance run a council.
- ② The chairperson of the Autonomous Compliance Council shall be the Autonomous Compliance Manager.

- ③ Members of the Autonomous Compliance Council shall be comprised mainly of the heads of departments related to the Fair Trade Act, and may be additionally appointed by the Speaker, if necessary.
- ④ The Autonomous Compliance Council may establish a special council under its jurisdiction for smooth performance of duties and professional deliberation.
- ⑤ The details of the composition of the Autonomous Compliance Council shall be determined by the operating guidelines of the Autonomous Compliance Council.

Article 15 (Role)

- ① The roles of the Autonomous Compliance Council shall be as follows.
 1. Establish basic policy for self-compliance
 2. Identify and disseminate trends in fair trade-related laws and regulations
 3. Deliberation on important matters related to self-compliance and recommendation and advice on necessary measures
 4. Recommendation and advice on other matters necessary for CP performance
- ② Specific details of the internal organization and the roles of members of the Autonomous Compliance Council shall be prescribed by the operating guidelines of the Autonomous Compliance Council

Article 16 (Operation)

- ① Autonomous compliance managers shall hold a regular compliance council once a half-year.
- ② A self-compliance manager may, if deemed necessary for self-compliance, hold a self-compliance council from time to time.
- ③ Specific procedures and details of the operation of the Autonomous Compliance Council shall be determined by the operating guidelines of the Autonomous Compliance Council.

Section 7 CP Supervision Department and Employees

Article 17 (CP Supervising Department)

- ① The CP supervision department is in charge of the overall compliance work of the company under the direction and control of the compliance manager.
- ② The department in charge of CP shall regularly report the current status of autonomous compliance work to the autonomous compliance manager.
- ③ The CP supervising department may report to the Chief Compliance Manager or the Board of Directors on matters that are likely to have a significant impact on the CP operation of the Company among the reports in paragraph (2).

Article 18 (Employees)

- ① All executives and employees shall be familiar with the Fair Trade Act related to their duties and the standards for CP operation and comply with them.
- ② All executives and employees shall seek advice or consultation from the self-compliance manager and the CP supervision department in advance if they believe there is a possibility of violating fair trade laws and CP operations standards in relation to their performance.
- ③ All executives and employees shall immediately report or report in accordance with the procedures prescribed by this Regulation when they find that they violate the Fair Trade Act and the CP operation standards.
- ④ All executives and employees shall faithfully complete self-compliance training.

Chapter 3 Operation of CP

Article 19 (Declaration of willingness to comply with self-compliance)

- ① The chief autonomous compliance manager shall continuously declare his/her willingness to practice autonomous compliance for the creation of the company's autonomous compliance culture and the practice of CP by executives and employees.
- ② He willingness of the chief self-compliance manager to practice self-compliance should be written (including electronic documents) and communicated to the company's executives and employees via e-mail.
- ③ The highest self-compliance manager shall also notify external stakeholders and the general public of his/her willingness to practice self-compliance through posting on the external website, etc.
- ④ The Chief Compliance Manager ensures that the willingness to practice compliance is reflected in the Company's core business objectives.

Article 20 (Voluntary Compliance Manual)

- ① A self-compliance manager shall prepare a self-compliance manual, a detailed guideline for self-compliance, in accordance with the organization and characteristics of the company.
- ② A self-compliance manager shall review the amendments to fair trade-related laws and regulations once a quarter and reflect the matters requiring improvement as a result in the self-compliance manual.
- ③ A self-compliance manager shall produce and distribute a self-compliance manual and ensure that executives and employees can access and utilize it at all times. On the other hand, when distributing, high-risk departments should be given top priority.
- ④ The self-compliance manager shall include the standards and procedures for CP operation, including this regulation, in the self-compliance manual so that all executives and employees can easily access it and improve their

understanding of CP through periodic training.

Article 21 (Execution and content of education)

- ① The CP supervision department conducts continuous and systematic self-compliance training for executives and employees to comply with fair trade-related laws.
- ② The CP supervision department provides specific training to executives and employees to recognize and identify in advance what actions violate fair trade laws and standards for CP operation.
- ③ The CP supervision department shall provide intensive education with the executives and employees of high-risk departments as the top priority, and if necessary, it shall differentiate the targets and contents of education by class and field.
- ④ The specific procedures, frequency, and content of the educational program are determined by the guidelines for operating self-compliance education.

Article 22 (Implementation and Management of Risk Assessment)

- ① The self-compliance manager shall evaluate the risk of violation of fair trade-related laws and regulations for each department's work and minimize the possibility of violation through appropriate control.
- ② The self-compliance manager conducts a risk assessment once a quarter, and the risk class is divided into three stages: upper, middle, and lower.
- ③ Autonomous compliance managers classify evaluation items according to the transaction process and classify evaluations by violators such as suppliers, practitioners, and employees.
- ④ If the risk class according to the risk assessment of this section is above the intermediate level, the self-compliance manager shall devise appropriate control measures to avoid, mitigate or eliminate the relevant

risk.

- ⑤ The specific procedures and contents of the risk assessment are determined by the risk assessment operation guidelines.

Article 23 (Pre-business consultation system)

- ① Employees and executives shall request the CP supervision department to review and obtain approval once a half-year if there is a possibility of violation of fair trade-related laws.
- ② The self-compliance manager and the department in charge of CP shall actively support and consult when executives and employees request prior consultation on business while performing their duties.
- ③ The CP supervising department shall record and keep the results of prior business consultations with executives and employees in the form of documents.
- ④ The specific procedures and details of the preliminary business consultation system shall be determined by the operating guidelines of the preliminary business consultation system.

Article 24 (Incidental Complaint System)

- ① Autonomous compliance managers should monitor violations of fair trade laws and install a whistleblower system that can report internal violations of fair trade laws if executives and employees find cases of fair trade laws or deem them likely to occur.
- ② Reports through the whistle blowing system may be made on the company's website, email, mail, phone, fax, etc., and the informant's identity shall be thoroughly protected from retaliation, discrimination, and personnel disadvantages from other departments.
- ③ The self-compliance manager may determine whether the information received was manipulated for fraudulent purposes and, if there is no such

fact, order the CP department to investigate the violation, and the CP department shall report the details to the self-compliance manager after the investigation.

- ④ The specific procedures and contents of the whistle system are determined by the guidelines for the operation of the whistle system.

Article 25 (Contents and Procedures of Personnel Sanctions)

- ① A self-compliance manager shall take personnel sanctions equivalent to the degree of violation against employees who are caught as a result of the inspection of compliance with fair trade laws
- ② A self-compliance manager shall prevent the recurrence of violations by implementing corrective measures, education on prevention of violations of the Act, etc. to the relevant executives and employees for violations of the Fair Trade Act.
- ③ A self-compliance manager shall report to the Chief Self-compliance Manager or the Board of Directors the fact of sanctions against executives and employees who violate the Fair Trade Act.
- ④ Specific matters of personnel sanctions and procedures shall be determined by the guidelines for the operation of personnel sanctions and incentive systems.

Article 26 (Contents and Procedures of Incentives)

- ① A self-compliance manager may grant personnel or financial benefits to executives and employees who are deemed to have complied with fair trade-related laws and regulations and have practiced self-compliance exemplary, and may request the head of the relevant employee's department to correct such personnel disadvantages.
- ② The specific procedures and contents of incentives are determined by personnel sanctions and guidelines for operating the incentive system.

Article 27 (Implementation and Management of Evaluation of Effectiveness)

- ① A self-compliance manager shall check that CP is operating effectively once a half-year, and shall use the results to establish and implement specific improvement measures to improve CP, and report the results and improvement measures to the highest self-compliance manager or board of directors.
- ② Autonomous compliance managers should ensure that the effectiveness evaluation can be carried out independently and fairly, and conduct additional evaluations, especially when intensive improvement is needed for CP operations.
- ③ In order to enhance the expertise of the effectiveness evaluation, a self-compliance manager may invite experts related to the Fair Trade Act to conduct the evaluation.
- ④ The specific procedures and contents of the effectiveness evaluation are determined by the operation guidelines for effectiveness evaluation.

Article 28 (Document Management)

- ① A self-compliance manager shall classify and keep all documents on self-compliance under the responsibility of the self-compliance manager.
- ② Documents deemed particularly important in relation to fair trade laws should be thoroughly prepared and kept so that they can be used as evidence in the future.
- ③ All documents regarding compliance activities must be recorded accurately and kept up to date.
- ④ The self-compliance manager shall designate a document manager from among the personnel of the CP department to be responsible for the care, classification, storage, preservation, and transfer of documents.
- ⑤ When transferring or discarding documents related to self-compliance, the head of each department of the company shall notify the CP supervision department in advance and obtain confirmation.

Chapter 4 Others

Article 29 (Public announcement)

The department in charge of CP shall disseminate matters related to CP operation through various methods such as the company's website and e-mail according to the instructions of the self-compliance manager.

Article 30 (Delegation)

A self-compliance manager may establish and operate detailed matters necessary for the efficient and smooth operation of these Regulations as separate standards or guidelines.

Article 31 (Amendment)

The enactment and amendment of this regulation is only possible with the approval of the Chief Compliance Manager. However, significant changes underlying the governance structure and operating system may be reported or approved by the board of directors

Obituary

Article 1 [Effective Date]

1. This regulation will be enacted and enforced from August 5, 2020.

2. This regulation shall be amended and enforced from November 18, 2024.

3. This regulation shall be amended and enforced from March 13, 2026.