

 Daechang Seat Co., LTD.	Regulation	표준번호	DSCA-감사-01
		제/개정일자	2023.09.01.
	Code of Ethics	제/개정번호	2
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	Order	Revision	Contents
	Revision History	0	2012.07.02
1		2023.03.13	Adding codes
2		2023.09.01	Adding codes & changing title of organization

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Chapter 1: General Provisions

Article 1 (Purpose)

The purpose of this code is to establish employee ethics regulations for all executives and employees in relation to each other, to partner companies, and to the company's stakeholders, and to clarify specific procedures and contents related to workplace ethics.

Article 2 (Scope of Application)

This code is intended for all employees, subcontractors, and employees of subcontractors who reside and work in the company, and subcontractors include all companies that have various transactions with DSC. However, if there are matters separately stipulated in collective agreements and employment code, they shall be followed.

Article 3 (Supervising Department)

The department responsible for the enforcement of this code is the Audit Office.

Article 4 (Definition of Code of Ethics)

It refers to moral standards for forming high ethical values as an employee, maintaining individual dignity and company honor, and always maintaining an honest and fair attitude with pride and self-esteem in order to faithfully carry out the company's mid- to long-term goals and management policies.

Article 5 (Application of Related Regulations)

In principle, the handling of corruption that has occurred in relation to this code shall be handled separately according to the "disciplinary committee" regulations, and matters not specified in the regulations may be separately stipulated in this code.

Chapter 2 Code of Work Ethics

Article 6 (Basic Regulations on Work Ethics)

1. Employees faithfully perform duties in accordance with the company's management policy.
2. Employees perform assigned duties in a legitimate manner and comply with all laws and regulations.
3. Employees maintain the company's property in order and protect the secrets acquired in the course of business.

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4. Employees always pursue innovation without being satisfied with customary practices, and actively deal with problem solving.

5. Employees act in a dignified manner with a sense of ownership that represents the company in each field.

Article 7 (Compliance with Code of Ethics)

Employees must comply with the following items in order to practice workplace ethics.

- ① Employees follow workplace culture that is faithful to principles and basics, and build trust through behaviors that are not misunderstood.
- ② Employees take pride and responsibility in everything we do with the attitude of being the core of the auto parts industry.
- ③ Employees do not engage in any unjust acts such as solicitation by using superior position with respect to partner companies.
- ④ Employees do not leak or use job-related information for personal gain.
- ⑤ All transactions are carried out according to transparent and fair principles.
- ⑥ Employees reject unreasonable work demands among employees and solicitation using authority.
- ⑦ All domestic and foreign activities shall be conducted in compliance with all laws and regulations of the country concerned and respect for customs of trade.

Chapter 3 Dealing with Violation of Regulations

Article 8 (Reporting Violation of Code of Ethics)

1. Employees must report to the company when they are aware of violations of the Code of Ethics or when such matters are received from a third party, and the company has established and operates an audit office to receive reports.
2. The company must maintain confidentiality for those who report internal corruption, and cannot take disadvantageous measures in personnel management.
3. A person who retaliates against an internal corruption reporter on the grounds of such fact may be subject to additional punishment within the scope set by the company regulations.

Article 9 (Handling of Ethics Violators)

1. If violation of this code is discovered, the head of the relevant department must immediately notify the audit office of the fact in writing with related documents and investigation details.
2. The audit office reviews the notified matter and decides whether to handle it according to the

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disciplinary committee regulations.

3. Regarding the partner companies involved, take appropriate measures such as suspension of transactions in consideration of the seriousness of the case, and compensate for the company's losses.

4. For employees of subcontractors, request immediate action to the subcontractor and compensate the party or subcontractor for the loss of the company.

Article 10 (Discipline for Violation of Code of Ethics)

1. In principle, disciplinary measures for violators of the code of ethics are handled according to the regulations of the in-house disciplinary committee.

2. Matters that are not specified or specified in the Disciplinary Committee regulations will be handled in accordance with this code. The main disciplinary subjects and details are as follows.

A. subject to disciplinary action

1) Acceptance of money or valuables from partner companies, demand for money or valuables using authority, solicitation using position, exercise of pressure, etc.

2) Acceptance of money or valuables from internal employees, demand for money or valuables using authority, solicitation using position, exercise of pressure, etc.

B. disciplinary details

1) In case of receiving money or valuables from a partner company: disciplinary action for non-reporter/employee, suspension of business with partner company (permanent expulsion in case of recurrence)

2) In case of requesting money or valuables using authority: disciplinary action against the employee

3) In case of solicitation or exercise of pressure using position: decision on disciplinary action after deliberation by the disciplinary committee

Article 11 (Reward for Informants Violating Code of Ethics)

1. The informant of the violation of the Code of Ethics is rewarded with 10% of the confirmed amount in cash if the report is confirmed to be true.

2. The company strictly observes confidentiality for informants about violations of the Code of Ethics.