

NC-02-03

Code of Ethics



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Chapter 1. General Provisions

Article 1 (Purpose)

This Code of Ethics aims to serve as a mandatory framework for all members of NEXTCHIP Co., Ltd. (hereinafter, the "Company/We"), executives and staff members alike, to guide them in conducting business with honesty and integrity.

Article 2 (Scope of Application)

This Code of Ethics applies to all interested parties having relations with the Company, including the executives and staff members, customers, shareholders, contractors and subcontractors, and the country and society.

Article 3 (Operation of the Code of Ethics)

- ① This Code of Ethics will be operated under the supervision and responsibility of the Business Management Group.
- ② The aforementioned operating team will take charge of all practical affairs and management concerning the overall operation of the Code, such as enactment, revision, and amendment of the Code.

Chapter 2. Ethics on Business Integrity

Article 4 (Transparency of Business Information)

- ① We disclose the business information of the Company to the shareholders and other interested parties with integrity and accountability in accordance with relevant laws and regulations.
- ② We keep the accounting records and materials accurate and transparent in accordance with the accounting standards (International Financial Reporting Standards).

Article 5 (Maximization of Shareholder Value)

- ① We build mutual trust and reliable relationships with shareholders and investors through transparent business activity.
- ② We listen to even the smallest voice of investors, and provide them with necessary information for shareholder protection and benefit realization with due diligence.

Article 6 (Fair Competition with Rival Companies)

We compete fairly with our competitors based on mutual respect, and have a competitive advantage over them without interfering with their interests or exploiting their weaknesses.

Article 7 (No Political Activities)

The Company neither participates in politics nor supports any specific political parties. No political activities are permitted in the workplace.

Chapter 3. Ethics on Customers

Article 8 (Respect for Customers)

- ① We always take heed of customers' opinions and act from their perspective.
- ② We recognize that customers are the source of our existence and focus every management activity on their side.
- ③ We respond to customers' needs promptly and accurately, and keep our promises to customers at all costs.

Article 9 (Protection of Customer Interest)

- ① In case of significant business problems or issues relating to customers' interest, we notify them frankly and honestly.
- ② When we obtain information relating to customers, we do not divulge or use the information for any purpose other than the purpose authorized by the customers without their prior consent.

Chapter 4. Ethics on Executives and Staff Members

Article 10 (Respect for Executives and Staff Members)

- ① The Company must respect the dignity and value of all members of the Company.
- ② The Company must make every effort to create an environment in which all members of Company can feel pride and achieve their potential to the fullest extent.

Article 11 (Fair Treatment)

- ① The Company offers equal opportunities to its members based on their abilities and talents so that they improve their professional competence.
- ② The Company treats all members of the Company equally and fairly, without any discrimination based on their educational background, geographical location, age, religion, and disabilities.

Article 12 (Prevention of Sexual Harassment)

- ① All members of the Company recognize that sexual harassment in the workplace is an illegal act and are prohibited from engaging in any form of sexual harassment.
- ② The Company provides the members with sexual harassment prevention education at least once a year to make the workplace a safer and respectful environment.

Chapter 5. Ethics on the Performance of Duties

Article 13 (Fair Performance of Duties)

- ① The members of the Company do not engage in immoral or unethical behavior, as defined by social norms, in performing their duties at work.
- ② The members of the Company do not receive, request, or offer economic benefits, such as money or other valuables, and entertainment, which may affect their performance of duties, decision-

making, or business activities, internally or externally, and thus may affect the fair execution of their duties.

Article 14 (Protection of Company Asset)

- ① The members of the Company do not use the Company property, facility, or tools and materials for personal purposes.
- ② The members of the Company do not divulge the Company information they acquire in relation to their work to anyone outside the Company, both during and after the term of their employment without the prior approval of the Company.

Article 15 (No Insider Trading)

The members of the Company, executives and staff members alike, are strictly prohibited from purchasing or selling the securities issued by the Company or its affiliated enterprises or offering such transactions to a third party, by using the Company's non-public or proprietary information.

Chapter 6. Responsibility to the Nation and Society

Article 16 (Compliance)

The Company upholds the values of the nation and society and complies with all applicable laws and regulations.

Article 17 (Contribution to the Nation and Society)

- ① The Company generates profits and develops itself through continuing research and development, and talent cultivation, and contributes to the nation's well-being and growth of society.
- ② The Company contributes to the growth of nation and society through job creation, tax contributions, social services, and welfare programs. .

Addendum

Article 1 (Effective Date)

This Code of Ethics shall take effect on January 2, 2019.

History of Enactment and Revision

Enactment	Category	Code	Ref, No.	NC-02-03
	Document Title	Code of Ethics	Date	2019-01-02
	Drafter	GANG, Sung-ho	Responsible Department	Business Management Group
Revision	Date	Key Points of Revision		

