CODE OF ETHICS

Code of Ethics & Compliance Policy

윤리경영방침 (Korean original title)

JuYoung PS Co., Ltd. establishes and complies with the following code of ethics in order to build trust with customers and suppliers through transparent and fair management, and to practice ethical management that fulfils its social responsibilities.

01 Basic Principles of Ethical Management

01
Transparent, Responsible Management

We fulfil our social responsibilities through transparent management based on honesty and trust.

02
Fair Trading Practices

Based on mutually beneficial cooperation with suppliers, we foster a fair and equal business culture.

03
An Ethical Corporate Culture

We raise employees' ethical awareness and eliminate misconduct such as giving or receiving money or hospitality.

02 Detailed Action Plan

2.1 Responsibility and Trust toward Customers

- **Ensuring quality and safety** — We comply with the ISO 9001 quality management system and FSSC 22000 food safety standards to provide products our customers can trust.
- **Protecting customer information and assets** — We rigorously protect our customers' trade secrets, design materials and personal information and do not improperly disclose or use them.
- **Providing accurate information** — We provide only fact-based information on product specifications, delivery dates and certification status.

2.2 Fair Trade and Shared Growth with Suppliers

- **Equal access to business opportunities** — We give all qualified suppliers an equal opportunity to participate and evaluate them against objective criteria.
- **No abuse of a dominant position** — We do not make unfair demands of suppliers or put undue pressure on them, and we pursue mutual respect and shared growth.
- **Honoring contract terms** — We faithfully meet agreed payment terms and delivery schedules.

2.3 Employee Code of Conduct and Integrity

- **No acceptance of money, gifts or hospitality** — Employees do not solicit or accept money, hospitality or favors from stakeholders in connection with their duties.
- **Separating business from personal interests** — Misappropriation or embezzlement of company assets is prohibited, and use of one's position for personal gain is prevented.
- **Preventing conflicts of interest** — Where a personal interest conflicts with the company's interests, employees report it in advance and recuse themselves.

2.4 Respect for Human Rights and Working Conditions

- **Non-discrimination** — We do not discriminate on the basis of gender, age, origin, religion, disability or any other ground.
- **No forced or child labor** — All work is voluntary, and we do not employ anyone under the legal minimum working age.
- **No workplace harassment** — Workplace harassment and sexual harassment are prohibited; any incident is promptly investigated and addressed.

2.5 Legal Compliance and Social Responsibility

- **Compliance with laws and the Code of Ethics** — We strictly comply with applicable laws in Korea and abroad and fair market practices, and work to prevent violations before they occur.
- **Anti-corruption** — We prohibit all forms of corruption, including bribery, improper political contributions and illegal lobbying.
- **Ethics Hotline and confidentiality** — We operate a dedicated channel for reporting fraud and misconduct and rigorously protect the identity of whistleblowers.

03 Reporting Channel (Ethics Hotline)

We operate a channel for reporting misconduct by employees, unfair trade practices, and the giving or receiving of money or hospitality. **The identity of whistleblowers and the content of reports are strictly protected, and no one will suffer any disadvantage for making a report.**

What to report	Giving or receiving money or hospitality, embezzlement or breach of trust, unfair trade, workplace harassment, violations of safety or environmental laws, etc.
How to report	Dedicated email **report@juyoungps.com** or by phone Anonymous online reporting form Planned
Contact	report@juyoungps.com | TEL. +82-31-434-7141 · +82-2-2279-6641
Procedure	Receipt → fact-finding → investigation → action and notification of results
Whistleblower protection	Identity kept confidential, no retaliation, protective measures where necessary Access to reports is limited to the staff handling them, and a whistleblower's identity is never disclosed without their consent.

> **Consequences of violations** — Employees who violate this policy will be subject to disciplinary action under company rules, and violations of law will be reported to the relevant authorities. Where a supplier commits a violation, we may take measures such as restricting business.

This policy applies to JuYoung PS Co., Ltd. and all group sites, and is disclosed to stakeholders on our website.
ISO 9001 · ISO 14001 · FSSC 22000 · FSC® CoC · Green Technology Certification · Green Technology Product · Inno-Biz

22 September 2026

JuYoung PS Co., Ltd.

CEOs Kim Nam-hyeong · Go Young-gwang

This document is an English translation of the Korean original. In the event of any discrepancy, the Korean version shall prevail.