

# H-Standard

| Object  | Category                                                  | Detailed action points                                                                                                                                                                                                                                                                     |
|---------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Myself  | <b>Good faith and dignity</b>                             | As proud members of Hanwha, we will act with dignity and act in good faith to fulfil all of our responsibilities.                                                                                                                                                                          |
|         | <b>Fair and transparent work ethics</b>                   | We will work in a fair and transparent manner in accordance with the applicable laws and common sense principles, and not accept or seek any money or other valuables in connection with the performance of our duties.                                                                    |
| Company | <b>Treating colleagues with consideration and respect</b> | We will accept and recognize the diversity of opinions and personalities of all of our colleagues, and we will not sexually harass our colleagues or abuse them verbally or physically, and will not otherwise treat them with disrespect or give inappropriate work orders or directives. |
|         | <b>Healthy and safe work environment</b>                  | To ensure safety for us all, we will comply with all health and safety policies, and strive to create a healthy and vibrant work environment for all.                                                                                                                                      |
|         | <b>Protection of Company assets and information</b>       | We will use the Company's expenses and all of its assets efficiently and appropriately for legitimate business purposes, and we will protect all of the Company's trade secrets and other confidential or proprietary information.                                                         |
|         | <b>Harmony with the Company</b>                           | We will not pursue any illegitimate private interests and we will take caution to not allow any conflict of interests that may arise as a result of our private interests to interfere with the interests of the Company.                                                                  |
| Society | <b>Respect for Customers</b>                              | We will respect the diversity of opinions of our customers, and will strive to ensure their trust and satisfaction to the best of our abilities.                                                                                                                                           |
|         | <b>Shared growth with Business Partners</b>               | We will try to ensure mutual best interests with our business partners by acting in accordance with the principle of shared growth and fair trade.                                                                                                                                         |
|         | <b>Respect for Social Values</b>                          | We will pursue the universal values of our society and earn social trust by respecting the social norms and our promises to the society.                                                                                                                                                   |
|         | <b>Compliance with Global Standards</b>                   | We will act in a manner that complies the global standards and respect the various cultures and values of local communities abroad.                                                                                                                                                        |

# Action Points

**In practice of our H(Hanwha)-Standard\*, we will make our best efforts to achieve our self-dignity and work together with our colleagues to create a healthy and vibrant workplace, and to create a corporate culture that values shared growth with business partners, and respect the social values conforms with the global standards.**

**\* H(Hanwha)-Standard:** H-Standard refers to the standard of conduct and professional attitude for all employees of Hanwha, encompassing Dedication and Integrity, the core value of Hanwha.

## 1. Good faith and dignity

As proud members of Hanwha, we will act with dignity and act in good faith to fulfil all of our responsibilities.

- We understand the Company's business ideologies and principles, and we will work diligently and responsibly in performing all of our duties.
- Recognizing that our actions and decisions can affect the reputation and trustworthiness of the Company as a whole, we will strive to live with discipline and dignity.
- We will not slander others or the Company or otherwise undermine the reputation of the Company through our work performance and daily life, or through our use or activities on social media.

## 2. Fair and Transparent Work Ethics

We will work in a fair and transparent manner in accordance with the applicable laws and common sense principles, and not accept or seek any money or other valuables in connection with the performance of our duties.

- We will clearly distinguish between work and our personal affairs, and perform all of our duties in a fair and transparent manner, and comply with all applicable laws, industrial norms and standards, and the universally accepted standard.

- We will record and report all information accurately and honestly, without omitting or falsely stating any material information.
- We will not make any illegitimate requests to public officials, or provide them with any money or other valuables prohibited by the Improper Solicitation and Graft Act, and we shall not engage in giving or receiving of any money, valuables, meals, or entertainment to or from any interested persons or colleagues.

### **3. Treating colleagues with consideration and respect**

We will accept and recognize the diversity of opinions and personalities of all of our colleagues, and we will not sexually harass our colleagues or abuse them verbally or physically, and will not otherwise treat them with disrespect or give inappropriate work orders or directives.

- We will respect and understand the abilities, experiences and diversity of all our colleagues, and will not discriminate or give preferential treatment based on gender, age, educational level, family ties, regional ties, or school ties.
- We will not verbally or physically abuse our colleagues, sexually harass them, or otherwise make or treat others as an outcast.
- We will not harm the working environment by giving improper work orders or otherwise improperly exercise influence in abuse of our job position or authority.

### **4. Healthy and safe work environment**

To ensure safety for us all, we will comply with all health and safety policies, and strive to create a healthy and vibrant work environment for all.

- We will strive to prevent occupational accidents, injuries, disasters, or diseases at work through strict safety inspections and management according to the safety standards.
- We will strive to create a work environment with good work-life harmony by achieving harmonious balance between work concentration and relaxation times.
- We will strive to respect creativity and independence of each individual colleagues and to ensure a healthy and vibrant work environment for all.

## **5. Protection of Company assets and information**

We will use the Company's expenses and all of its assets efficiently and appropriately for legitimate business purposes, and we will protect all of the Company's trade secrets and other confidential or proprietary information.

- We will strive to conserve the Company's properties as if they were our own, and use the Company's budgets and assets according to the applicable regulations and guidelines and for the appropriate business purpose.
- We will not embezzle or steal Company's funds or use them for personal use, or otherwise engage in any action that inflicts harm to the Company's assets.
- We will strive to protect the intellectual property rights and trade secrets of the Company, and will prevent external leaks, disclosure, or personal use of the same.

## **6. Harmony with the Company**

We will not pursue any illegitimate private interests and we will take caution to not allow any conflict of interests that may arise as a result of our private interests to interfere with the interests of the Company.

- We will strive not to allow our personal relationships to infringe on the Company's interests in matters relating to transactional relations, employment, and evaluations.
- We will not disclose any non-public information about the Company or any information acquired during performance of our duties to any third party, or use them for illegal personal interests by utilizing such information in securities or other investment transactions.
- We will not engage in external for-profit activities that may affect the Company's business, or otherwise engage in double employment that may interfere with our performance at work.

## **7. Respect for Customers**

We will respect the diversity of opinions of our customers, and will strive to ensure their trust and satisfaction to the best of our abilities.

- We will listen to the customer's opinions, and strive to make customer satisfaction a standard of highest priority.
- We will strive to keep our promises with customers based on trust and loyalty, and to protect the customers' interests.
- We will take the utmost caution to protect our customers from undue harm by preventing disclosure of their personal information.

## **8. Shared growth with Business Partners**

We will try to ensure mutual best interests with our business partners by acting in accordance with the principle of shared growth and fair trade.

- We will strive to provide fair trading opportunities in accordance with the applicable laws and regulations, and to achieve transparency and fair dealing in all transactions.
- We will respect the intellectual property rights and trade secrets of our business partners and strive to maintain mutual trust and cooperative relationship with our business partners.
- We will not make any rude remarks or engage in unfair practices by taking advantage of our Company's superior position over our business partners.

## **9. Respect for Social Values**

We will pursue the universal values of our society and earn social trust by respecting the social norms and our promises to the society.

- We will strive to comply with our society's ethical standards in all our actions as an individual to achieve social trust for our Company.
- We will strive to harmonize our activities with the society by practicing the universal values.
- We will strive to respect the diversity in our society, and to display neutral position on social issues and political views in conducting our work duties.

## 10. Compliance with Global Standards

We will act in a manner that complies the global standards and respect the various cultures and values of local communities abroad.

- We will strive to comply with all internationally accepted standards, such as the international treaties, international accounting standards, and ESG-related norms.
- We understand the cultural values and traditions of the local communities abroad, and respect their respective values.
- As a global corporate citizen, we will strive to achieve sustainable development for all.