

Donation and Sponsorship Policy

| Policy Enacted in May, 2019 |

All donations and sponsorship provided by the company must be compatible with our business activities and operate in an ethical manner. Companies that are experiencing legal or financial conflicts or are affiliated with a particular political party or organization are not eligible for donations and sponsorship. In this regard, the following donation and sponsorship policies are established and operated.

1. Scope

This policy applies to all employees and third parties of companies in all countries or regions and should be communicated to them at the appropriate time from the beginning of the business relationship.

2. Operation plan

2.1 Corporate charitable donations are only possible if:

- Comply with applicable law
- Not for improper business benefits
- It is done through a properly established charity, and the donation should be clearly for charitable purposes.

2.2 Sponsorship may not be provided without authorization to the rightful acquirer.

2.3 No employee may provide monetary payments or other contributions to political parties, political entrants or candidates under the conditions of employment.

2.4 Donations or sponsorships shall not be made or provided in connection with auctions, tenders, contract renewals or future business relationships.

The Company also does not make charitable donations or sponsorship contracts as a means to obtain favorable conditions from the organization or its affiliates / related parties.

3. Obligations

3.1 Make sure that donations and sponsors meet ethical policies such as anti-bribery and anti-corruption policies.

3.2 All donations and sponsorship shall be reported and approved by the acquirer. Records of all donations and sponsorship should be retained for future audits.

3.3 In the event of a violation of the above policy, the employee will be subject to disciplinary action and may be dismissed as a serious offense.

3.4 All employees are responsible for reading, understanding and complying with the policy. No action should be taken to violate or violate this policy.

3.5 This policy is managed in conjunction with the company's anti-bribery and anti-corruption policies, donations, invitations and hospitality policies, interest conflict policies, procurement policies and codes of ethics.

4. Governance

The Board has a duty to ensure that this policy complies with our legal and ethical obligations and that all employees under our control are in compliance.

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| Policy Revised in May, 2021 |

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5. Monitoring and Review

5.1 The company shall establish an appropriate performance measurement and reporting system to monitor compliance with related policies, procedures and controls.

5.2 Higher levels [such as the person in charge of the ethics department or the legal department] regularly monitor the effectiveness and implementation of this policy, taking into account the appropriateness, adequacy and effectiveness of the policy. Identified improvements should be made as soon as possible.