
Code of Ethics



I. Purpose of enactment

Mobile C&C establishes this *Code of Ethics* to become a trusted company through transparent and responsible management.

This Code provides behavioural standards for all executives and employees to comply with laws and regulations, uphold moral values and social responsibility, and achieve sustainable growth through fair and ethical business practices.

II. Ethical norms

1-1. Basic Ethics

1. Executives and employees shall perform their duties with honesty, fairness, and transparency, while fulfilling their social responsibilities.
2. They shall faithfully comply with all laws and internal regulations and shall not tolerate any form of corruption or unethical behaviour.
3. They shall not engage in any conduct that damages the reputation or trust of the Company, and shall always prioritise the public interest of both the Company and society.
4. They shall not accept or offer money, gifts, entertainment, or personal favours from stakeholders, maintaining integrity as a principle of duty.
5. The Company respects the human rights and fundamental rights of all employees, treating every individual with dignity and respect.
6. The Company operates a fair evaluation and compensation system based on competence and performance to enhance motivation and organisational vitality.

1-2. Ethics Toward Customers

1. Executives and employees shall strive to earn customers' trust through credibility and integrity.
2. The Company prioritises customer satisfaction and safety by providing high-quality products and services.
3. Personal and business information obtained during business operations shall be strictly protected and never disclosed without the customer's consent.

1-3. Ethics Toward Shareholders

1. The Company shall enhance corporate value through sustainable growth and protect shareholders' interests.
2. Useful information shall be disclosed to shareholders in a timely manner through official channels such as

public announcements and IR communications.

3. The Company shall guarantee shareholders' legitimate rights and respect their proposals and decisions.

1-4. Ethics Toward Society and the Nation

1. The Company shall contribute to economic development as a responsible corporate citizen through efficient management and innovation.
2. The Company shall comply with domestic and international laws and standards related to the environment, health and safety, and human rights.
3. As a member of society, the Company shall fulfil its social responsibilities and contribute to sound social progress.

III. Anti-Corruption and Integrity

1. All forms of bribery, entertainment, favour, or improper benefits are strictly prohibited.
2. No monetary compensation or preferential treatment shall be exchanged in dealings with public officials, partners, or customers.
3. Company assets and budgets shall be used transparently and solely for legitimate business purposes, with accurate accounting records.
4. Employees must report any awareness or suspicion of corrupt activities through internal reporting procedures.
5. The Company shall protect the identity of whistleblowers and ensure they suffer no disadvantage.
6. Employees shall not engage in monetary transactions, employment solicitations, or influence-peddling with external stakeholders.

IV. Fair Trade and Fair Competition

1. All transactions with partners and customers shall be based on mutual trust and fairness.
2. Unfair practices such as collusion, price fixing, or abuse of market dominance are prohibited.
3. The Company shall comply with the Fair Trade Act and related regulations in subcontracting, and shall not impose unfair contract terms.
4. Internal information shall not be used to gain unfair advantage, nor demanded from business partners.

V. Respect for Stakeholders and Protection of Personal Information

1. The Company shall respect the rights and interests of all stakeholders, including employees, customers, partners, and shareholders, maintaining mutual trust.
2. Personal and transactional information shall be strictly protected in accordance with relevant laws and

internal policies.

3. Personal information shall be collected and used only for specified purposes and not disclosed to third parties without prior consent.
4. The Company shall continuously review and strengthen its information security systems and conduct regular training.
5. Employees shall not disclose or misuse personal or internal information.
6. All stakeholder-related information shall be managed under fair and transparent standards without distortion or exaggeration.

VI. Protection of Intellectual Property and Information Security

1. The Company respects the intellectual property rights (patents, copyrights, trademarks, etc.) of both itself and others.
2. Technical, business, and confidential information obtained during work shall be treated as Company property and protected accordingly.
3. All work-related data must be stored and shared only through authorised systems; unauthorised external transfer is prohibited.
4. Any unauthorised use or leakage of intellectual property is considered a serious violation.
5. The Company shall establish information security policies and manage system access rights by level.

VII. Duties and Responsibilities of Employees

1. Employees must understand and comply with this Code of Ethics and report any violations immediately.
2. Employees shall avoid conflicts of interest and prioritise the Company's interests over personal gain.
3. Employees shall cooperate fairly, respect colleagues, and never tolerate unfair practices within the organisation.

VIII. Responsibilities of the Company

1. The Company shall operate an *Ethics Committee* to establish ethical management as part of its organisational culture and handle violations strictly.
2. The Company shall strengthen the whistleblower protection system and prohibit any disadvantage to internal reporters.

3. Regular assessments and external audits shall be conducted to enhance transparency and ethical standards.
4. The Company shall disclose relevant ethics-related information and actively collect stakeholder feedback for continuous improvement.