
Young Poong Supplier Code of Conduct

Young Poong Corporation

1. Purpose

Young Poong has established this Code of Conduct to promote an ethical and sustainable supply chain. This Code of Conduct sets forth the fundamental principles that domestic and international suppliers (hereinafter referred to as "Suppliers") who provide products or services to Young Poong, or who enter into other contractual agreements with Young Poong, must comply with in areas including human rights, safety, environment, ethics, and management systems. This Code of Conduct is developed with reference to the Responsible Business Alliance (RBA) Code of Conduct, and in cases where this Code conflicts with local laws, the stricter standard shall prevail.

Young Poong commits to growing alongside its Suppliers by sharing, respecting, and requiring adherence to the "Young Poong Supply Chain Code of Conduct." This Code applies not only to Young Poong's direct Suppliers and their workers, agents, representatives, and contractors with contractual relationships with Young Poong, but also extends to all sub-tier suppliers within the supply chain that do not have direct contracts with Young Poong (hereinafter collectively referred to as "Suppliers").

Within the bounds of applicable laws, Young Poong reserves the right to assess and audit Suppliers' compliance with this Code of Conduct, and may request corrective actions based on audit findings. Suppliers have the obligation to notify Young Poong of any violations or concerns regarding this Code.

This Code of Conduct does not exhaustively enumerate all compliance obligations of Suppliers. To foster a sustainable supply chain, it will be periodically reviewed, supplemented, and revised. The current version of this Code is available on Young Poong's website, and specific inquiries may be directed to the designated department.

2. Ethical Management

1) Anti-Corruption and Prohibition of Bribery

Suppliers must comply with all applicable anti-corruption and/or anti-bribery laws in the regions where their operations are located. Suppliers shall neither offer nor accept gifts, money, or other items of value beyond what is permitted by local laws and Young Poong's regulations to Young Poong or any related stakeholders.

2) Fair Trade

Suppliers shall comply with fair trade, advertising, and competition laws and standards, and shall not engage in any unfair trade practices that undermine fair business conduct.

3) Intellectual Property and Personal Data Protection

Suppliers shall respect intellectual property rights, protect such rights when transferring technology or know-how, and safeguard confidential information of all business partners, including customers. Suppliers shall also endeavor to protect the personal data of all stakeholders involved in their business operations (including suppliers, customers, consumers, and employees).

4) Disclosure of Information

Information regarding company financials, ESG performance, business activities, and environmental management must be disclosed in accordance with applicable laws and general industry practices. Falsification or misrepresentation of records or practices related to these areas within the supply chain is strictly prohibited.

5) Whistleblower Protection

Suppliers must operate an anonymous reporting system to enable workers to report concerns without fear of retaliation and ensure confidentiality of such reports.

6) Responsible Mineral Sourcing

6.1) Suppliers shall comply with Young Poong's Responsible Mineral Sourcing Policy and conduct supply chain due diligence and risk management in accordance with the OECD Due Diligence Guidance and its Annex II.

6.2) Suppliers providing goods to Young Poong shall not use minerals mined from conflict-affected and high-risk areas (CAHRAs) and shall ensure the integrity of shipments. To demonstrate compliance with these requirements, upon Young Poong's request, the Supplier shall faithfully provide relevant information and data necessary for risk assessment and performance monitoring such as tax payment certificates, mineral origin verification documents, and import/export records related to high-risk suppliers and materials.

3. Labor and Human Rights Management

1) Prohibition of Forced Labor

Suppliers shall not employ forced laborers, workers under involuntary servitude contracts (including debt bondage), involuntary prison laborers, or victims of human trafficking. This includes any acts involving the recruitment, transportation, transfer, harboring, or receipt of vulnerable persons by means of threat, coercion, abduction, fraud, or other forms of exploitation. Workers shall not be required to surrender government-issued identification documents, passports, or work permits as a condition of employment. Suppliers or labor agencies shall not charge workers fees (such as recruitment fees) or require deposits. Furthermore, employment terms and conditions must be documented and communicated in a language understandable to the workers.

2) Prohibition of Child Labor

Child labor is strictly prohibited. A "child" is defined as any person under the age of 15, the age at which compulsory education is completed, or the legal minimum employment age prescribed by applicable laws—whichever is highest. If child labor is discovered, immediate corrective action must be taken, including the immediate cessation of child labor employment and improvement of worker age verification processes during hiring. When operating internship or training programs, all relevant laws and regulations must be followed. Youth workers older than the legal minimum employment age may be employed; however, workers under 18 years old must not be assigned to hazardous tasks (including overtime and night shifts) from a safety and health perspective.

3) Compliance with Working Hours

Weekly working hours shall not exceed the maximum hours prescribed by law. Except in emergencies or special circumstances, weekly working hours including overtime must comply with the limits set forth in the applicable labor standards laws.

4) Wages and Benefits

Wages paid to workers must include at least the minimum wage, overtime pay, statutory social insurance, and welfare benefits, fully complying with all relevant laws and regulations. All overtime work must be voluntary and with the worker's consent. Overtime wages shall be paid at rates higher than the regular hourly wage as stipulated by law. Wage deductions as a form of disciplinary action are prohibited. Wage payment standards and details must be provided to workers in a language they understand, through pay slips, written records, or company intranet.

5) Humane Treatment

Workers shall not be subjected to sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, or any other harsh or inhumane treatment, nor shall they be threatened with such treatment. Policies and procedures to ensure humane treatment of workers must be established and clearly communicated to all workers.

6) Prohibition of Discrimination and Harassment

Measures must be in place to prevent harassment and unlawful discrimination of workers. Employment practices related to hiring, wages, promotions, compensation, and training opportunities must not discriminate based on race, skin color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, marital status, or any other protected status. Except as required by law or workplace safety, medical tests that could be used as a basis for discrimination shall not be requested from workers or job applicants.

7) Freedom of Association

In accordance with applicable laws, workers must be free to form or join employee councils or labor unions, and to engage in collective bargaining and peaceful assembly. Workers' rights to refrain from such activities must also be respected. Freedom of collective bargaining must be guaranteed, and suppliers must engage in good faith negotiations with worker representatives. Workers and their representatives should be able to communicate freely with the company about working conditions and management policies without fear of discrimination, retaliation, intimidation, or harassment.

4. Occupational Safety and Health Management

1) Establishment of Occupational Safety and Health Management System

Suppliers must comply with occupational safety and health laws and regulations and obtain and maintain all required safety permits and licenses. A systematic occupational safety and health management system must be established and operated, including organizational structures, planning, procedures, and performance reviews to prevent safety and health incidents.

2) Industrial Safety

Suppliers shall conduct risk assessments to identify worker exposure to hazards. Based on the assessment, they must design safe processes, implement technical and administrative controls,

perform preventive maintenance, establish safety rules, provide ongoing training, supply necessary personal protective equipment, and manage/supervise their proper use.

3) Occupational Injuries and Illnesses

Suppliers must identify, assess, and control physical strain from repetitive manual labor, heavy lifting, prolonged standing, or physically demanding assembly work. Appropriate occupational safety and health training must be provided in the workers' primary languages. Safety and health information must be posted prominently in the workplace.

4) Incident Management

Procedures and systems must be established to prevent and effectively manage occupational injuries and illnesses. This includes encouraging workers to report abnormalities, classifying and recording incidents and illnesses, providing necessary treatment, implementing corrective actions to address root causes, and facilitating employee recovery. In the event of a serious injury or illness, affected work must be immediately stopped, workers evacuated as needed, and efforts made to investigate causes and develop improvement measures.

5) Safety Management of Machinery, Equipment, and Facilities

Hazardous or dangerous machinery, equipment, and facilities within the workplace must be regularly inspected and evaluated for safety. Through these inspections and evaluations, physical hazards should be proactively eliminated, and preventive measures must be taken by implementing appropriate design, engineering and administrative controls, preventive maintenance, and safe work procedures. Safety devices, protective barriers, emergency equipment, and other safeguards must be installed and maintained to prevent accidents caused by hazardous machinery, equipment, and facilities. Additionally, thorough safety assessments must be conducted for any newly introduced machinery or equipment to ensure a continuously safe working environment.

6) Hygiene, Food, and Housing Management

Hygiene facilities (such as restrooms, drinking water, hygienic food preparation and storage areas, dining facilities, etc.) must be regularly maintained. When operating dormitories, a safety management system must be established covering cleanliness, emergency exits, heating/ventilation systems, and provision of private space.

7) Occupational Safety and Health Training

Suppliers must provide regular occupational safety and health training to workers. Safety and health information necessary for workers must be posted prominently in visible locations.

5. Environmental Management

1) Compliance with Environmental Laws

Suppliers must obtain, maintain, and comply with all legally required environmental permits (e.g., discharge permits, prevention facility operation/modification notifications) and reporting obligations. They must also comply with all environmental regulations and continuously monitor and adhere to the latest legal updates.

2) Pollution Prevention Activities

Suppliers should strive to reduce resource and energy consumption as well as waste generation at the source by improving processes, substituting raw materials, preventive maintenance, resource conservation, and recycling/reuse.

3) Greenhouse Gas Management

Suppliers should manage greenhouse gas emissions and establish and achieve greenhouse gas reduction targets with performance monitoring. Efforts should also be made to produce low-carbon products and use renewable energy.

4) Chemical Management

Suppliers must identify all chemicals that may cause environmental pollution if released (including designated wastes) and manage their safe storage, transportation, use, recycling/reuse, and disposal. They must also prepare spill response scenarios and conduct regular emergency drills.

5) Waste Management

Suppliers must identify the characteristics of waste generated and dispose of it in accordance with relevant regulations, while striving to reduce the amount of waste produced.

6) Air Pollution Management

Suppliers must identify and monitor emissions of volatile organic compounds, aerosols, corrosive gases, dust, ozone-depleting substances, and combustion by-products during processes, and discharge them according to relevant laws. Emission levels must be continuously monitored.

7) Water Resource Management

Suppliers must record and monitor water usage and discharge, protect water resources, and control pollution pathways. All wastewater must be characterized and treated under supervision according to regulations before discharge or disposal. Additionally, suppliers must regularly monitor the performance of their wastewater treatment and control systems.

Revision History

1. This policy takes effect from June 19, 2025.
2. This policy is revised and enforced from November 28, 2025.