

Original Enactment Date	May 1, 2026
Last Revision Date	-
Document Manager	ESH Team

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# Hanwha Vision

## Ethical Management Policy

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May. 2026

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# 1. General Provisions

## A. Purpose

Hanwha Vision establishes this Ethics Policy to build a fair and transparent corporate culture in all business operations and employee performance. This policy aims to support the Ten Principles of the UN Global Compact, comply with national and international laws, and adhere to globally accepted ethical standards.

## B. Scope of Application

This policy applies to all employees across Hanwha Vision's domestic and international sites, including the headquarters, R&D centers, overseas manufacturing and sales subsidiaries, and affiliates. Stakeholders are also encouraged to understand and comply with the intent of this policy. In the event of a conflict between this policy and local laws, the stricter standard shall apply, and the policy may be adjusted if necessary to reflect country-specific regulations and industry characteristics.

## C. Governance and Implementation System

Hanwha Vision operates the following governance system to strengthen company-wide ethical management and enforcement.

- i. General Management:** The Chief Executive Officer (CEO/C-Level) oversees all ethical management issues and risks, while reviewing policy implementation and performance.
- ii. Decision-making System:** Major ethical issues are reported to the ESG Committee under the Board of Directors, which determines policy direction and improvement measures.
- iii. Dedicated Organization:** The dedicated ethical management department (ESH Team) is responsible for policy formulation, regulatory compliance, and implementation monitoring. Designated personnel are assigned to each site and partner company to manage on-site human rights management and implementation performance. Human rights training and training for partner companies shall be managed by the Legal Team in terms of history and performance.

## **2. Responsibility to Stakeholders**

### **A. Responsibility to Customers**

#### **i. Respect for Customers**

Hanwha Vision prioritizes customer needs and expectations, acting on a foundation of customer trust. Furthermore, the company maintains fairness and transparency in all transactions with customers and provides accurate information.

#### **ii. Delivering Customer Value**

Hanwha Vision provides products and services that enhance customer safety and operational efficiency. Through continuous research and development and quality improvement, the company delivers highly reliable solutions and contributes to enhancing our customers' business competitiveness.

#### **iii. Customer Protection**

Hanwha Vision manages its products and services to ensure they do not pose any risks to the lives, safety, and property of its customers. The company securely protects all information acquired through business operations, including customer information and video data, in accordance with relevant laws and contracts. It operates information security and data management systems to prevent unauthorized access, leaks, and alteration. Furthermore, personal information is processed strictly within the scope of its intended purpose, and the company complies with data protection regulations and international standards.

### **B. Responsibility to Competitors and Partners**

#### **i. Fair Competition**

Hanwha Vision respects the principles of a free and fair market economy and complies with relevant laws and regulations. The company does not engage in acts that undermine fair competition, such as unfair concerted activities, collusion, or the abuse of market-dominant positions.

## **ii. Fair Transactions**

Hanwha Vision applies transparent and fair criteria based on mutual respect and trust in its transactions with partner companies. In selecting partners, the company provides equal opportunities for participation to all qualified and capable firms, making decisions through objective and reasonable procedures. Furthermore, during the transaction process, the company does not engage in practices such as making unfair demands by exploiting a dominant position, transferring costs, or unfairly requesting or using technical data, while actively pursuing co-prosperity and sustainable partnerships with its partners.

## **iii. Prohibition of Unfair Practices**

Hanwha Vision does not offer or accept any unfair advantages, including bribes, entertainment, improper solicitations, or rebates, in connection with its transactions and business activities. The company does not induce transactions or secure a competitive advantage through improper methods that violate laws or contracts. Furthermore, it does not exert unfair pressure or impose unfair conditions on stakeholders, and performs all business operations in an ethical and transparent manner.

## **C. Responsibility to the State and Society**

### **i. Proper Corporate Activities**

Hanwha Vision complies with national and international laws and regulations and respects globally accepted norms. Furthermore, the company contributes to the development of the nation and local communities through job creation, faithful tax compliance, and corporate social responsibility (CSR) activities.

### **ii. Protection of Shareholder Interests**

Hanwha Vision strives to enhance corporate value and protect shareholder interests through transparent and responsible management. When making business decisions, the company considers the interests of all shareholders in a balanced manner, ensuring that the rights and interests of specific shareholders are not unfairly infringed upon. It treats all shareholders, including minority shareholders, fairly and equitably, and respects their legitimate rights and demands. Furthermore, through continuous information disclosure and communication, the

company strengthens trust with shareholders and investors, while working to establish sound corporate governance.

### **iii. Contributing to National Economic and Social Development**

Hanwha Vision contributes to the growth of the national economy and the sustainable development of society through sound and responsible corporate activities. The company fulfills its economic responsibilities by enhancing industry competitiveness through innovative products and services, creating high-quality jobs, and faithfully paying taxes.

In addition, it actively carries out various corporate social responsibility (CSR) activities across education, culture, and welfare, faithfully fulfilling its role as a corporate citizen. The company encourages voluntary social participation and volunteer work among its employees, creating positive social value through co-prosperity with local communities.

### **iv. Environmental Protection**

Hanwha Vision strives to minimize its environmental impact across all business activities, optimize resource efficiency, and preserve the environment.

## **D. Responsibility to Employees**

### **i. Creating a Favorable Working Environment**

Hanwha Vision respects its employees and supports their autonomy and growth by providing fair opportunities based on ability and performance. Furthermore, the company does not tolerate discrimination, harassment, or unfair treatment, and fosters a safe and healthy working environment.

### **ii. Fair Treatment**

Hanwha Vision grants fair work opportunities to employees, taking into account their capabilities and expertise. In all areas of personnel management—including recruitment, placement, promotion, education, evaluation, and compensation—the company does not discriminate based on personal characteristics, and applies reasonable and objective procedures based on ability and performance. Furthermore, it equitably provides training and growth opportunities to enhance employees' job competencies and career development.

### **3. Employees' Basic Ethics**

#### **A. Compliance with Laws and Regulations**

Employees shall comply with relevant laws and internal regulations, performing their assigned duties in a faithful and legitimate manner, and must not engage in fraudulent activities, such as deceiving customers or partners, during the performance of their duties.

#### **B. Conflict of Interest Prevention**

Employees must ensure that their personal interests do not conflict with the interests of the company during the performance of their duties. In the event that a conflict of interest occurs or is anticipated to occur, employees shall notify the company and take action in accordance with company guidelines.

#### **C. Information Protection and Confidentiality**

Employees shall not unfairly use or disclose to third parties any undisclosed information acquired in the course of their duties. Furthermore, employees must comply with relevant laws and regulations to protect information assets and trade secrets, adhere to security management procedures, and immediately report any security incidents to minimize data leaks and related risks.

#### **D. Anti-Corruption and Anti-Bribery**

Employees shall not accept bribes, entertainment, or any unfair advantages from internal or external stakeholders in connection with their duties, nor shall they provide any benefits that deviate from socially accepted standards in relation to their business operations. Furthermore, employees shall not engage in money laundering activities that conceal the source or illicit purpose of funds, and must comply with relevant laws and regulations.

## 4. Reporting Ethical Violations

Hanwha Vision operates reporting channels for bribery, corruption, and other ethical violations. Reporting categories include cases of ethical non-compliance, such as embezzlement of public funds, acceptance of bribes or entertainment, unfair business processing, dual employment, and sexual harassment. Both anonymous and real-name reports can be filed, and the received matters are investigated and processed in accordance with relevant procedures, while strictly protecting the identity and confidentiality of the whistleblower.

### Primary Reporting Channels

- **Hanwha Vision Website:** Ethical Management Reporting Channel
- **Email:** [audit.techwin@hanwha.com](mailto:audit.techwin@hanwha.com)
- **Address:** ESH Team, Hanwha Vision Co., Ltd., 6, Pangyo-ro 319beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

## 5. Addendum

### A. Enactment

This Ethics Policy shall be enacted and take effect on May 1, 2026.

Hanwha Vision Co., Ltd.

CEO Kee-chul Kim

