

Hanwha Vision Co., Ltd. Supplier Code of Conduct

Article 1. General Provisions

Paragraph 1 (Purpose)

This Code of Conduct aims to ensure that all suppliers of Hanwha Vision (hereinafter referred to as the "Company") comply with applicable laws and regulations and establish and practice high standards of operation in the areas of labor and human rights, environment, safety and health, business ethics, and management systems.

Paragraph 2 (Scope of Application)

All suppliers that provide security products, related components, services, or solutions to the Company shall comply with this Code of Conduct. All suppliers subject to this Code shall communicate the intent of this Code to their subcontractors (lower-tier suppliers), require compliance, and manage such compliance accordingly.

Paragraph 3 (Responsibilities and Roles)

The Company may reasonably amend this Code as necessary and may conduct written assessments or on-site audits to evaluate compliance. Suppliers shall cooperate faithfully with such assessments or audits. Written assessments or on-site audits may be conducted by third parties at the request of Hanwha Vision, and such third parties may request corrective actions equivalent to those requested by Hanwha Vision.

If significant violations of this Code by a supplier are not remedied within the requested timeframe, the Company may demand corrective actions for the violations identified through inspections or audits. If corrective actions are not implemented within a mutually agreed period, this may adversely affect the continuation of the business relationship with the Company.

Article 2. Human Rights and Labor

Paragraph 1 (Voluntary Employment / Prohibition of Forced Labor)

Suppliers shall not impose forced labor against the will of workers, including slavery, human trafficking, or involuntary prison labor. Upon hiring, suppliers shall execute employment

contracts written in a language understandable to the worker and provide a copy to the worker.

When employing foreign workers, original personal documents such as passports and work permits shall be retained by the workers themselves. Suppliers shall not unreasonably restrict workers' freedom of movement, and workers shall be free to resign at their own will.

Paragraph 2 (Non-Discrimination)

Suppliers shall not engage in discrimination in employment practices, including recruitment, wages and incentives, promotion, training, and educational opportunities, based on nationality, race, color, age, sex, gender identity, ethnicity, disability, pregnancy, religion, political opinion, union membership, marital status, or other status.

Except where required by local laws or workplace safety considerations, suppliers shall not require medical examinations that may be used as a basis for discrimination (e.g., pregnancy tests).

Paragraph 3 (Prohibition of Child Labor)

Suppliers shall not employ children. "Child" refers to any person under 15 years of age (including those under 18 who are still attending middle school) or under the minimum legal employment age stipulated by applicable national or local laws.

Young workers under the age of 18 shall not be assigned to work that is hazardous or harmful to safety and health, including overtime or night work. Student interns shall be managed and supported separately in accordance with internship programs, and ongoing compliance with relevant laws shall be monitored.

Paragraph 4 (Wages and Benefits)

Suppliers shall comply with applicable laws regarding minimum wages, overtime pay, and other compensation requirements in each country of operation and shall pay wages on the designated dates. Wage statements written in a language understandable to workers shall be provided. Suppliers shall endeavor to provide a safe and pleasant working environment.

Paragraph 5 (Humane Treatment)

Suppliers shall respect the human rights of all workers and shall not engage in sexual harassment, sexual abuse, corporal punishment, verbal, mental, or physical coercion, harsh language, unreasonable restrictions, or any other inhumane treatment.

Suppliers shall establish, implement, and communicate clear policies and procedures to ensure humane treatment of workers.

Paragraph 6 (Freedom of Association)

In accordance with local laws, suppliers shall guarantee workers' rights to freely form and join labor unions, engage in collective bargaining, and participate in peaceful assemblies and demonstrations. Workers or worker representatives shall be able to communicate their opinions and grievances regarding working conditions and management policies to management without fear of discrimination, retaliation, or intimidation.

Paragraph 7 (Working Hours)

Weekly working hours shall not exceed the maximum limits prescribed by applicable national laws. Suppliers shall comply with legal requirements regarding maximum working hours and overtime and shall ensure that workers are provided with legally mandated rest periods, weekly days off, leave, and paid or unpaid absences.

Article 3. Safety and Health

Paragraph 1 (Compliance with Safety and Health Laws)

Suppliers shall comply with all applicable occupational safety and health laws and regulations in the countries where they operate and shall obtain and maintain all required safety and health-related permits and licenses.

Paragraph 2 (Establishment of a Safety and Health Management System)

Suppliers are encouraged to operate a safety and health management system that enables the prevention of industrial accidents and the maintenance of an optimal working environment. Such systems should reflect safety and health policies in top management's policies and include planning, implementation, inspection, and review processes (e.g., ISO 45001, KOSHA-MS).

Paragraph 3 (Risk Assessment)

Suppliers shall regularly conduct risk assessments to identify potential exposure to hazards and prevent risks in advance. Assessment results shall be communicated to employees, and appropriate measures such as safe process design, technical and administrative controls, preventive maintenance, safety considerations in work procedures, continuous training, and provision of necessary personal protective equipment (PPE) shall be implemented.

Paragraph 4 (Protection of Vulnerable Workers)

Suppliers shall not assign pregnant workers, young workers, or other vulnerable individuals to high-risk tasks. They shall also strive to create a working environment that accommodates socially vulnerable workers, including persons with disabilities and foreign workers.

Paragraph 5 (Emergency Preparedness)

Suppliers shall establish emergency response plans for potential emergencies such as natural disasters, infectious disease outbreaks, fires, and safety incidents. Manuals covering reporting, response, and follow-up actions shall be maintained. Regular training and drills shall be conducted in accordance with applicable laws and internal plans, and emergency exits, alarms, firefighting equipment, and evacuation guidance shall be installed and periodically inspected.

Paragraph 6 (Prevention of Industrial Accidents and Diseases)

Suppliers shall establish systems to measure the status of industrial accidents and occupational illnesses. In the event of an accident or serious illness, work shall be immediately stopped, employees evacuated if necessary, and appropriate measures taken. Suppliers shall investigate causes and strive to implement improvement measures.

Paragraph 7 (Management of Hazardous Factors)

Suppliers shall regularly measure, assess, and improve workplace exposure to hazardous factors such as chemicals, noise, dust, and musculoskeletal risk tasks to minimize worker exposure.

Paragraph 8 (Machine, Equipment, and Facility Safety)

Suppliers shall regularly inspect and evaluate the safety of hazardous or dangerous machinery, equipment, and facilities. Physical safety guards and protective devices shall be installed, and preventive maintenance shall be conducted.

Paragraph 9 (Health Management)

Suppliers shall provide employees with access to facilities such as rest areas, restrooms, and cafeterias and shall maintain cleanliness. If dormitories are provided, suppliers shall ensure safety signage, lighting, heating and cooling, and appropriate access controls. Regular general or special health examinations shall be conducted in accordance with applicable laws, and necessary measures such as job reassignment, work modification, or reduced working hours shall be implemented when required.

Paragraph 10 (Safety and Health Training)

Suppliers shall conduct regular safety and health training for workers and display relevant safety and health information in easily visible locations.

Article 4. Environment

Paragraph 1 (Compliance with Environmental Laws and Environmental Management Systems)

Suppliers shall comply with all applicable environmental laws and regulations in the countries where they operate and obtain and maintain all required environmental permits. Suppliers are encouraged to operate environmental management systems (e.g., ISO 14001) to mitigate environmental impacts through organized structures, plans, procedures, and performance monitoring.

Paragraph 2 (Energy Use and Greenhouse Gas Emissions)

Suppliers shall monitor electricity and energy consumption, establish systems to measure greenhouse gas (GHG) emissions, and endeavor to reduce energy use and GHG emissions.

Paragraph 3 (Water Resource Management)

Suppliers shall strive to reduce water consumption and increase water recycling. Discharged wastewater pollutants shall be managed in accordance with legal standards or stricter internal standards.

Paragraph 4 (Air Pollution Management)

Suppliers shall minimize air pollutant emissions using appropriate methods and ensure that emissions remain within legally permitted limits.

Paragraph 5 (Waste Management)

Suppliers shall identify the characteristics of generated waste and dispose of it in compliance with applicable laws. Efforts shall be made to reduce waste generation.

Paragraph 6 (Chemical Substances Management)

Suppliers shall comply with laws and regulations restricting or prohibiting the use of specific substances. Hazardous or environmentally harmful chemicals (including designated wastes)

shall be identified and safely handled, transported, stored, used, recycled/reused, and disposed of.

Article 5. Business Ethics

Paragraph 1 (Transparent Management and Prohibition of Improper Gains)

Suppliers shall prohibit and continuously monitor all corrupt practices, including bribery, embezzlement, and acceptance of gifts of any kind. Suppliers shall not give, promise, offer, authorize, or receive bribes or anything of value directly or indirectly through third parties for improper purposes, including obtaining or retaining business opportunities or conferring improper advantages. All transactions shall be transparently recorded and managed.

Paragraph 2 (Prevention of Conflicts of Interest)

Suppliers shall prevent situations where personal interests conflict with company interests. Where unavoidable, the interests of the company and customers shall be prioritized within legal boundaries.

Paragraph 3 (Disclosure of Information)

Suppliers shall truthfully disclose information regarding labor, safety and health, environmental management, business activities, governance, financial status, and performance.

Paragraph 4 (Protection of Intellectual Property)

Suppliers shall respect all intellectual property rights and protect such rights in cases of technology or know-how transfer. Information obtained through transactions with the Company shall not be disclosed without authorization.

Paragraph 5 (Fair and Transparent Transactions)

Suppliers shall comply with fair trade laws and shall not engage in collusion, anti-competitive practices, or activities that undermine fair market order.

Paragraph 6 (Protection of Identity and Prohibition of Retaliation)

Suppliers shall operate reporting channels for unethical conduct or policy violations and ensure whistleblower anonymity. Retaliation, including dismissal, unfair transfer, job modification, or discriminatory performance evaluation, is prohibited.

Paragraph 7 (Protection of Personal Information)

Suppliers shall systematically manage and protect personal information of all stakeholders, including suppliers, customers, and employees. Personal data shall be collected, stored, used, provided, and destroyed in compliance with applicable laws.

Paragraph 8 (Compliance and Ethical Management)

Suppliers shall comply with all domestic and international laws, respect social values and customs, and contribute to national and societal development through various social responsibility activities. Suppliers shall also ensure that employees maintain dignity and do not cause social controversy.

Article 6. Responsible Procurement and Supply Chain Management

Paragraph 1 (Prohibition of Conflict and High-Risk Minerals)

Suppliers shall establish policies prohibiting the use of minerals obtained through methods associated with serious human rights abuses or environmental destruction, such as conflict minerals (3TG: tin, tantalum, tungsten, and gold).

Paragraph 2 (Supply Chain Due Diligence)

Suppliers shall establish and implement due diligence procedures in accordance with international standards, including the OECD Due Diligence Guidance, to identify, assess, mitigate, and address human rights, environmental, and ethical risks within the supply chain.

Paragraph 3 (Traceability and Transparency)

Suppliers shall establish processes to identify the origin and smelter/refiner information of conflict and responsibly sourced minerals (including 3TG, cobalt, and nickel) contained in products and shall promptly provide due diligence results upon request.

Paragraph 4 (Prevention of Counterfeit Parts)

Suppliers shall prohibit the production or use of unauthorized materials or counterfeit parts/products and shall regularly monitor and manage the supply chain to prevent counterfeit parts from entering the supply chain.

Article 7. Management System

Paragraph 1 (Management Commitment and Accountability)

Supplier management shall publicly and internally communicate its commitment to compliance with this Code of Conduct and clearly define accountability.

Paragraph 2 (Risk Assessment and Monitoring)

Suppliers shall endeavor to continuously identify risks related to human rights, environment, safety and health, and ethics. When significant risks are identified, suppliers shall implement mitigation measures.

Paragraph 3 (Training and Communication)

Suppliers shall provide training on this Code of Conduct and applicable laws to employees and share company policies and performance with them.

Paragraph 4 (Documentation and Records Management)

Suppliers shall record and manage documents in accordance with applicable laws and internal document management policies.

Paragraph 5 (Supplier Responsibility)

Suppliers shall communicate this Code to their subcontractors and encourage compliance. If a subcontractor is found to be in violation or at risk of violating relevant laws or regulations, corrective actions shall be recommended.

Addendum

Article 1 (Effective Date)

This Code of Conduct shall take effect as of **April 1, 2026**.