Rev.03

Youngshin Precision's

Code of Ethics

(영신정공㈜ 윤리규범)

Youngshin Precision Co., Ltd.

YOUNGSHIN PRECISION CO., LTD.	Code of Ethics	Document No	총인24-08-01
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	3	2026. 11. 10	Addition of Grievance Follow-up Provisions	
	2	2025. 05. 28	Add social responsibility	
	1	2024. 08.30	Complete revision	
	0	2023. 10.01	Released	
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Youngshin Precision Co., Ltd.

Resolution for the Implementation of the Code of Ethical Conduct

Youngshin Precision Co., Ltd. and all of its executives and employees, as a global vehicle parts company representing Korea, strictly recognize our responsibility to the national economy, society, and future generations, and pledge to faithfully carry out the ethical actions given to us as follows.

1. Youngshin Precision Co., Ltd. will become a company respected by customers and the public through transparent and fair corporate activities and a firm establishment of ethical values.
2. Youngshin Precision Co., Ltd. practices ethical management for mutual growth with customers and partners based on a spirit of mutual respect and cooperation.
3. Youngshin Precision Co., Ltd. practices environmental management to pass on a clean environment through continuous research and development and eco-friendly corporate activities.
4. Youngshin Precision Co., Ltd. produces the highest quality parts and does its best to grow and develop into a top-notch manufacturer together with customers.
5. Youngshin Precision Co., Ltd. actively protects our competitiveness and future value, and carefully manages all information of our customers and partners.
6. Youngshin Precision Co., Ltd. actively practices corporate social responsibility by proactively responding to social issues and bringing happiness to those in need.

Ⅰ. Youngshin Precision Co., Ltd. Ethics Charter

(Supplier Ethic's Charter)

As a leader in the automotive parts industry, Youngshin Precision Co., Ltd. carries the responsibility of driving national economic growth by enhancing the global competitiveness of this crucial sector. In line with this mission, we have established the 'Youngshin Precision Co., Ltd. Ethics Charter' to promote a strong ethical foundation, guiding our conduct and decision-making

01 Transparent Management

-Youngshin Precision Co., Ltd. contributes to the development of the national economy through honest tax payment, law-abiding behavior, and establishment of ethical values.

-Youngshin Precision Co., Ltd. respects all ethical behaviors for establishing transparent management, and takes the corporate citizenship spirit that prioritizes public interest and order as our standard.

02 Mutual cooperation

-Youngshin Precision Co., Ltd. promotes the rights and interests of customers with the best products and services, and always fulfills its promises to customers and partners.

-Youngshin Precision Co., Ltd. establishes a fair trading order in transactions with partners and seeks mutual growth through win-win cooperation.

03 Environmental Management

-Youngshin Precision Co., Ltd. recognizes the environment as a key success factor for a company and creates corporate value through active environmental management.

-Youngshin Precision Co., Ltd. takes the lead in the development and distribution of environmentally friendly automobile parts and fulfills its responsibility as an automobile parts specialist by actively supporting the environmental management of its partners.

04 Quality Management

-Youngshin Precision Co., Ltd. is evaluated as the best quality vehicle parts in the domestic and international markets for customers, and does its best to secure the quality of parts so that it can grow and develop into a first-class manufacturer.

-Youngshin Precision Co., Ltd. contributes to securing the quality of parts for its partners through technical and quality support for its partners..

05 Information Security

-Youngshin Precision Co., Ltd. will never disclose any business or technical confidential information of customers and partners that it has learned through transactions with them without the other party's consent.

-Youngshin Precision Co., Ltd. does not arbitrarily distort or spread false information or damage data without permission regarding information about customers and partners.

06 Social Responsibility

-Youngshin Precision Co., Ltd. actively carries out social contribution activities for continuous job creation and local community and economic development.

-Youngshin Precision Co., Ltd. respects each employee as an independent individual and establishes a mature organizational culture based on mutual trust and understanding.

Ⅱ. Youngshin Precision Co., Ltd. Employee Code of Conduct

(Supplier Employee's Ethical Behaviors Guide-Line)

01 Transparent Management

1) Do not accept any money or valuables (cash, checks, securities, gift certificates, memberships, airline tickets, etc.) from partners and stakeholders under any circumstances.
2) Do not accept entertainment or discounts under any circumstances.
3) Do not make bets (golf, games, poker, etc.) with employees of partners.
4) When possible, eat meals with employees of partners at the in-house restaurant, and if you must eat outside, do so within a range that is not excessive by social norms.
5) Do not request or exert pressure on partners or make personal requests or requests in any way.

02 Mutual cooperation

1) Always perform duties in accordance with fair and legal procedures in all business processes.
2) Do not engage in any form of unfair or illegal actions using superior authority and dominant position.
3) Strive to foster globally competitive partners and establish and operate a systematic program to support partners.
4) Be courteous to each other when performing business with partners.
5) Protect customer rights and interests and always keep promises made to customers.

03 Environmental Management

1) Actively take measures to ensure that substances harmful to human health and the environment are not used or included in the product development and production process.
2) Do not use or assist in the use of harmful substances (such as the four major heavy metals) prohibited by law or international convention.
3) Youngshin Precision Co., Ltd. strives to comply with environmental standards established by law.
4) Strive for sustainable use of resources and energy and reduction of pollutants throughout the entire process from product development, production, sales, use, and disposal.
5) Actively support environmental education for employees and environmental management activities of partner companies.

04 Quality Management

1) We take the lead in establishing a zero-defect parts production system so that we can continuously produce the highest quality products.
2) We do our best to supply products of perfect quality that we have verified ourselves so that we can be evaluated as the highest level of vehicle parts in global external quality indices (IQS, VDS, CR magazine, etc.).
3) We establish a system that can quickly identify customers' quality perceptions of products, and we do our best to improve and take action on the quality of products being produced in real time.
4) When factors affecting quality occur due to changes in process sources, equipment, materials, and work methods, we report them in advance according to the 4M regulations set by customers to prevent defects in advance.
5) We actively participate in technology and quality support for quality improvement of our partners.

05 Information Security

1) Do not use information obtained in relation to work for personal gain under any circumstances.
2) Do not arbitrarily leak information obtained from the company, customers, and partners to third parties.
3) Do not arbitrarily distort or spread false information about information about customers and partners, or damage data without permission.
4) Strengthen information control and security for the company's information security.
5) Make information security a part of daily life.- Prohibit exposure of key data when leaving the seat, and thoroughly dispose of important documents, etc.

06 Social Responsibility

1) We strive to have a corporate citizenship spirit and faithfully carry out our social responsibilities.
2) We always give dreams and hope to our neighbors in need and always strive to realize a sustainable society together with civil society.
3) We respect human dignity and the right to happiness, and we adhere to the principle of gender equality, and we firmly reject child labor and forced labor, and sexual harassment, etc.
4) We strive to respond quickly to social needs around the world.

Attitude of Ethical Behavior

01 Youngshin Precision Co., Ltd. always firmly rejects any act of accepting money or entertainment in connection with business.

02 Youngshin Precision Co., Ltd. always considers honesty and fairness as the highest priority.

03 Youngshin Precision Co., Ltd. will always protect the rights and interests of customers and will always keep its promises to customers.

04 Youngshin Precision Co., Ltd. always thinks and acts from the customer's perspective.

05 Youngshin Precision Co., Ltd. always conducts fair and just transactions with its partners.

06 Youngshin Precision Co., Ltd. always actively supports and fosters its partners.

07 Youngshin Precision Co., Ltd. always strives to protect the natural environment.

08 Youngshin Precision Co., Ltd. always leads quality improvement and technological innovation.

09 Youngshin Precision Co., Ltd. always respects the information of its customers and partners.

10 Youngshin Precision Co., Ltd. always actively contributes to social contribution and national development.

Ⅲ. Standards of Practice Regulations

1. Transparent Management Standard Regulations
2. Fair trade and coexistence cooperation agreement
3. Agreement on supply of eco-friendly parts
4. Quality Assurance Agreement
5. Security Management Standard Regulations

1. Regulation of transparent management standards

Chapter 1. General Provisions

Article 1 (Purpose)

The purpose of these regulations is to establish a sound corporate culture by presenting and practicing proper ethical standards, thereby maintaining the dignity of each executive and employee of Youngshin Precision Co., Ltd. (hereinafter referred to as "Youngshin Precision"), upholding the company's reputation, and ensuring fairness in transactions with partner companies.

Article 2 (Definition of Transparent Management Regulations)

The Transparent Management Regulations of Youngshin Precision (hereinafter referred to as the "Regulations") refer to moral standards of practice aimed at achieving ethical conduct and realizing the ideals of the Partner Code of Ethics in the performance of fair and transparent duties by company executives and employees in dealings with partner companies.

Article 3 (Scope of Application)

These regulations apply to the executives and employees of both Youngshin Precision and its partner companies.
(Partner companies include not only direct suppliers doing business with the company, but also all second-tier suppliers.)

Article 4 (Transparent Management Practice Committee)

1. To implement and operate these regulations, a Transparent Management Practice Committee (hereinafter referred to as the "Practice Committee") shall be established under the direct supervision of the CEO.
2. The Practice Committee shall be composed as follows, and members shall be appointed by virtue of their positions. If the CEO is unable to attend the Committee due to business or other reasons, the next highest-ranking officer may act as the Committee Chair in the CEO's stead.

- Chairperson: Chief Executive Officer
- Members: Division heads of each business unit
- Secretary: Responsible for Management Planning Office (Audit Office)

3. The responsibilities of the Ethics Practice Committee are as follows:
   1) Authoritative interpretation of the Ethics Management Regulations
   2) Maintenance and improvement of the Ethics Management Regulations
   3) Review and determination of disciplinary cases
   4) Policy decisions for the implementation of ethical management

4. The deliberation of the Ethics Practice Committee shall, in principle, be conducted as a first instance, but may be reconsidered if necessary.

5. To implement these regulations in detail, the committee's secretary shall operate a "Management Planning Office (Audit Office) and Complaint Handling committee" within the company.

Chapter 2: Job Performance

Article 5 (Attitude in Performing Duties)

Executives and employees of Youngshin Precision Co., Ltd. and its partners shall recognize that their actions reflect the honor of their respective companies. When performing duties, they must maintain the following attitudes to realize a sound corporate culture and strengthen both internal and external credibility:

1. Always perform duties fairly, transparently, and in accordance with legal procedures.
2. Do not engage in any form of unfair conduct using superior authority or dominant position.
3. Do not intentionally delay work for the purpose of receiving any kind of compensation.
4. Maintain proper manners in mutual interactions during the performance of duties.
5. Perform and report duties fairly and honestly.

Article 6 (Method of Performing Duties)

Executives and employees of the company shall perform their duties fairly and promptly based on the approved work standards of the company, and important documents or detailed data related to the tasks must be properly stored.

Article 7 (Compliance Matters)

1. No employee shall seek the following types of benefits from internal or external stakeholders of Youngshin Precision Co., Ltd. by abusing their duties or position.

1) Monetary benefits
- Cash or securities
- Flight tickets, accommodation fees
- Gifts or gift certificates
- Repayment or guarantee of personal debt
- Other tangible items convertible to cash

2) Entertainment
- Entertainment beyond socially accepted norms

3) Dual employment
- Holding concurrent positions as an employee or executive elsewhere

4) Acquisition or guarantee of capital gains
- Unofficial acquisition of stocks or other assets using non-public information
- Joint investments
- Acquisition of joint property

5) Provision of conveniences
- Receiving undue conveniences or favors from stakeholders for personal benefit

6) Others
- Any receipt of money, goods, or equivalent benefits not specified above

2. No one shall request the following from stakeholders by taking advantage of superior position or favorable relationships:
   1) Requests or pressures that may be socially criticized
   2) Personal requests (e.g., product sales, insurance sign-ups, discount voucher sales, etc.)

Article 8 (Oath Submission)

Executives, employees of Youngshin Precision Co., Ltd., and representatives of partner companies must submit a duly completed oath of compliance to implement this Transparent Management Regulation.

Chapter 3: Handling of Regulation Violations

Article 9 (Reporting Violations of the Transparent Management Regulations)

1. If an employee or partner of Youngshin Precision Co., Ltd. becomes aware of a violation of these regulations, or receives such a report from a third party, they must report to the "management planning office (audit office)" or "complaint handling committee" by real name or anonymously. .

2. The identity and report details of the whistleblower must be kept strictly confidential, and no personnel or business-related disadvantage may be imposed on the whistleblower.

Article 10 (Review of Violations of the Transparent Management Regulations)

1. The Secretary of the Ethics Committee shall review whether the matters received by the "management planning office (audit office)" or "complaint handling committee require review by the Committee and report it to the Chairperson.

2. Convening of the Committee
   The Secretary shall notify all members and the party subject to the review of the reason, date, and location of the review at least 7 days in advance, either in writing or verbally.

3. Deliberation (questions, explanations, attendance, etc.)
   1) The reviewee must attend the Ethics Committee meeting, respond to inquiries, and provide explanations regarding the reasons for review.
   2) If the reviewee is unable to attend due to personal or other reasons, they may submit a written statement instead.
   3) If a reviewee who has been notified fails to attend the meeting, the committee may proceed in absentia.

4. Disciplinary Resolution and Confirmation
   1) The Action Committee is established with the attendance of a majority of the members, including the chairperson, and decides whether to refer them to the Disciplinary (Personnel) Committee with the approval of a majority of the members present.

5. Re-deliberation (If the person subject to deliberation is a partner company)

1) In the event the disciplined person requests re-deliberation on the committee's resolution, or if a clear administrative error is identified afterward, the matter must be re-reviewed.
2) The Appeals Committee shall, in principle, be convened within 10 days from the date of receiving the appeal request. If scheduling the committee is not feasible, it may be postponed once only.
Disciplinary actions under re-deliberation cannot be more severe than the original decision, unless new facts of misconduct beyond the original grounds are discovered.

Article 11 (Standards for Disciplinary Actions)

1. Any individual who violates Article 7 shall, in principle, be subject to disciplinary measures in accordance with Youngshin Precision Co., Ltd.'s internal work rules and disciplinary committee regulations.
For matters not specified therein, separate rules may be established.
Depending on the severity of the violation, the person may also be held civilly and/or criminally liable, and supervisors may also be subject to disciplinary action for negligence in oversight.

2. Partner companies may be subject to business-related penalties depending on the severity of the violation, including warnings, restrictions from participation in new vehicle projects, logistics transfer/adjustment, and termination of business relations.

3. The disciplinary categories, detailed measures, and potential criminal liability in case of violation are described in the appendices. Disciplinary actions against company employees are decided by the internal disciplinary committee, while actions against partner companies are determined by the Ethics Practice Committee.

Chapter 4: Response Procedures

Article 12 (Response by Company Employees)

The procedures and scope for response when an employee of Youngshin Precision Co., Ltd. receives money, gifts, or other items, or is offered entertainment or business-related conveniences from a stakeholder related to company business (e.g., a supplier), are stipulated as follows:

1) Cash and cash-equivalent items must not be accepted.

2) If cash is received due to unavoidable circumstances, the equivalent amount must be immediately returned via bank transfer, and the employee must report the incident in writing to the Transparent Management Practice Center using the "Report on Receipt of Money/Gifts/Entertainment" form. The secretary of the Ethics Committee shall notify the relevant company or individual in writing with the deposit slip and the report form attached, and take preventive measures against recurrence.

3) Gift certificates, presents, securities, or any other cash-equivalent items, as well as items beyond the bounds of social norms, must not be accepted. However, if the recipient is not a stakeholder or if the item is deemed acceptable by social convention, it may be received with written reporting to the responsible executive.

4) If an item falling outside the scope of the exceptions in clause 3) is unavoidably received, it must be returned to the sender by mail, and the incident must be reported in writing to the Transparent Management Practice Center. The secretary of the Ethics Committee shall then notify the relevant company or individual in writing and take measures to prevent recurrence.

Article 13 (Response by Partners)

If a partner receives a request or solicitation from a Youngshin Precision Co., Ltd.employee that violates any provision of Article 7, the partner must immediately report the incident in writing to the management planning office (audit office) using the designated "Improper Solicitation/Money Request Report Form", and the company will take appropriate measures to prevent recurrence.

Article 14 (Application of Other Regulations)

Matters not specified in this Transparent Management Practice Regulation shall be governed by the company's collective agreements and work rules.

Article 15 (Follow-up Management and Validity and Effectiveness Evaluation)

1. Upon completion of corrective actions for violations of the Transparent Management Regulations, the Secretary of the Practice Committee shall review the causes of such violations and areas requiring improvement, and establish measures to prevent recurrence.

2. Youngshin Precision Co., Ltd. shall periodically evaluate the appropriateness of standards for preventing the receipt of money or valuables and improper solicitation, relevant regulations, and business procedures to assess the validity of the Transparent Management Regulations.

3. The Secretary of the Practice Committee shall evaluate the effectiveness of follow-up measures by verifying the implementation of recurrence prevention measures, the results of corrective actions for violations, and whether the same or similar violations have recurred.

4.Based on the results of the validity and effectiveness evaluations, the Practice Committee may review areas requiring improvement and take necessary actions, including revising relevant regulations and strengthening preventive activities.

Article 16 (Forms)

1. Ethical Management Practices Pledge

2. Anti-Corruption law Compliance Pledge

3. List of Disciplinary Items and Disciplinary Details

4. Report on Receipt of Money/Gifts/Entertainment

5. Improper Solicitation and Money Request Report Form

Ethical Management Compliance Pledge

As a member of Youngshin Precision Co., Ltd., I pledge to act with integrity and transparency and to implement the company's ethical management practices by complying with the following.

1. I will respect my colleagues and contribute to mutual development through fair transactions and cooperation. I will uphold fair and proper competition, provide the highest value to customers, and fulfill my responsibilities and obligations with sincerity.

2. I will take responsibility for establishing and practicing a culture of ethical management within the company, and I will not engage in any corrupt practices that violate ethical regulations or related laws.

3. If I become aware of any unfair transactions, corruption, or misconduct by employees during the course of my duties, or if I am offered unethical solicitations by stakeholders, I will report it to the company immediately.

4. In the event of a regular or special investigation regarding violations of ethical regulations, I will fully cooperate by submitting any requested materials and information.

5. I acknowledge and understand the contents of this pledge as the minimum standard, and I will always act in accordance with the company's ethical standards and the spirit of this pledge, even in situations not explicitly described above.

6. I accept full responsibility for any consequences resulting from violations of this pledge.

20 . . .

Department name :

Identification number :

Name : (Signature)

Anti-Corruption Low Compliance Pledge

As a member of Youngshin Precision Co., Ltd., I pledge to uphold the principles of fair participation and free competition, and to pursue transparent and fair transactions in accordance with the management philosophy of Youngshin Precision Co., Ltd. I also pledge to comply with all applicable domestic and international anti-corruption laws, including those related to improper solicitation, bribery, and kickbacks, as well as those prohibiting bribery of foreign public officials in international transactions.

1. I will comply with the company's policies on anti-corruption in both domestic and international business activities.

2. I will actively implement anti-bribery and anti-corruption guidelines and practices, and will not make improper requests or express intent to offer bribes, kickbacks, gifts, or other illicit benefits to domestic or foreign public officials.

3. In relation to anti-bribery laws and the company's practical guidelines, I will exercise due diligence and supervisory responsibility to prevent improper solicitation or bribery involving partners, agents, or third parties both domestically and internationally.

4. I acknowledge that violations of anti-corruption laws and company policies may result in harm to the company. I understand that if I violate any of the above, the company may take disciplinary or other necessary actions against me.

20 . . .

Department name :

Identification number :

Name : (Signature)

Types of Disciplinary Violations and Corresponding Penalties

Category	Key Issues	Disciplinary Action			Criminal Liability
		Level	Executives and Employees	Partner Companies	
Receipt of money or valuables	.When receiving: - cash, checks, or negotiable securities - gift certificates, memberships (e.g., golf or health club), or international flight tickets - fuel cards, transportation expenses, or business travel costs during a visit to a partner company - When receiving goods worth more than KRW 30,000 (approx. $25) for events such as promotions, transfers, or holidays - Sponsorship money or items (gifts) from a partner company in relation to events such as hiking trips or sports competitions	Minor	Suspension from duty (Subject to dismissal upon recurrence)	Adjustment of order volume and exclusion from bidding (Repeat offense: termination of business relationship)	Article 357 of the Criminal Act (Acceptance of Bribes in Breach of Duty)
		Major	Dismissal	Exclusion from bidding (Repeat offense: suspension of business transactions)	
Hospitality and Shifting of Costs	- Receiving entertainment or lavish hospitality - Gambling (golf bets, Korean card game "Go-Stop", poker, etc.) with executives or employees of a partner company - Requesting a partner company to cover **personal expenses** during domestic or overseas business trips - Asking a partner company to pay for **post-dinner gathering expenses** (e.g., after work dinners or company get-togethers) - Receiving **free or discounted automotive parts** from a partner company	Minor	Suspension from duty (Subject to dismissal upon recurrence)	Adjustment of order volume and exclusion from bidding (Repeat offense: termination of business relationship)	Article 357 of the Criminal Act (Acceptance of Bribes in Breach of Duty), Article 246 of the Criminal Act (Crime of Gambling)
		Major	Dismissal	Exclusion from bidding (Repeat offense: suspension of business transactions))	

Category	Key Issues	Disciplinary Action			Criminal Liability
		Level	Executives and Employees	Partner Companies	
Business Meals	. Receiving meals from stakeholders (e.g. partners) that may be socially unacceptable (typically over KRW 30,000 per person)	Minor	Warning (Repeat: Reprimand)	Warning (Repeat offense: Adjustment of transaction volume)	Article 357 of the Korean Criminal Act (Acceptance of Bribes in Breach of Duty)
		Major	Suspension (Repeat: Dismissal)	Warning (Repeat offense: Exclusion from bidding)	
Solicitation	. Accepting any form of gift/hospitality from partners that is socially questionable . Receiving gifts/discounts from partners in exchange for favors (e.g. business contracts, product purchases)	MInor	Reprimand (Repeat: Suspension)	Warning (Repeat offense: Adjustment of transaction volume)	Article 324 of the Criminal Act (Coercion)
		Major	Suspension (Repeat: Dismissal)	Warning (Repeat offense: Exclusion from bidding)	
Use of Confidential Information	. Using work-related confidential information for personal gain . Leaking company/partner confidential information to third parties without approval	Minor	Reprimand (Repeat: Suspension)	Transaction adjustment (Repeat: Exclusion from bidding)	Unfair Competition Prevention Act Trade Secret Misappropriation (Article 18-2, paragraph 2)
		Major	Dismissal	Exclusion from bidding (Repeat: Termination of business relationship)	

Category	Key Issues	Disciplinary Action			Criminal Liability
		Level	Executives and Employees	Partner Companies	
Job Performance	- Hindering work or creating friction with a partner company due to intentional negligence or poor cooperation - Damaging company reputation by displaying inappropriate behavior during a partner visit - Causing discomfort through commanding, coercive, or intimidating tone during phone calls with partners	Minor	Verbal Warning (Repeat: Reprimand)	Warning (Repeat: Transaction volume adjustment)	-
		Major	Reprimand (Repeat: Suspension)	Warning (Repeat: Exclusion from bidding)	
Others	- Other socially or ethically inappropriate conduct not specified above that damages the company's reputation	Minor	Verbal Warning (Repeat: Reprimand)	Warning (Repeat: Transaction volume adjustment)	-
		Major	Reprimand (Repeat: Suspension)	Warning (Repeat: Exclusion from bidding)	

Gift/Hospitality Receipt Confirmation Form

Date of Report: 20 . . .

Reporter Information	Department : Position : Name : (Seal/Signature)	**Provider Information**	Company Name : Department : Position : Responsible Duty : Name :
Occurrence Details		**Details**	Items Provided : Items Returned :
■ Details of Receipt and Benefit (*Describe in detail in accordance with the "Five Ws and One H" principle*)			
■ Action Taken(*Provide detailed description of follow-up disciplinary or corrective action*)			
■ Attachments			

Report on Request for Money or Solicitation

Report Date : 20 . . .

<table>
<tr><td>Reporter Information</td><td>Company Name :
Position (Job Title) :
Relationship with the Solicitor :
Name :

(Signature/Seal)</td><td>Solicitor Information</td><td>Department :
Team :
Position :
Name :

(Signature/Seal)</td></tr>
<tr><td>Reporter Background Details</td><td colspan="3">Reporter Capital Source : Number of Employees:
Business Type :
Address:</td></tr>
<tr><td colspan="4">■ Details of Money Request / Solicitation</td></tr>
<tr><td colspan="4">■ Action Taken</td></tr>
<tr><td colspan="4">■ Attachments</td></tr>
</table>

2. Fair Trade and Mutual Cooperation Agreement

Youngshin Precision Co., Ltd. (hereinafter referred to as the "Contractor") enters into the following agreement on fair trade and mutual cooperation with **[Partner Company Name]** (hereinafter referred to as the "Subcontractor") in connection with their business transactions.

Article 1 (Purpose)

The purpose of this agreement is to establish a fair trade order between the Contractor and the Subcontractor and to promote mutual growth through cooperation.

Article 2 (Compliance with Laws and Regulations)

The Contractor and the Subcontractor shall faithfully comply with applicable laws and regulations, including the Fair Transactions in Subcontracting Act and its Enforcement Decree, in order to ensure fair transactions between both parties.

Article 3 (Ensuring Fair Trade Practices)

To promote fair trade, both parties agree to implement the following faithfully:

1) Maintain fairness throughout the entire transaction process, from contract formation to execution:

- Provide a written contract at the time of agreement.
- Reflect reasonable pricing methods considering raw material price increases and market fluctuations; establish clear procedures for unit price adjustments.
- Prohibit unfair price reductions and similar practices.

2) Ensure fairness and transparency in partner registration and cancellation:

- Clarify and publicize standards and procedures for registration and cancellation of partners.
- Ensure transparency and objectivity throughout the process.
- Provide equal opportunity for registered suppliers to participate in component supply activities.

3) Establish a management system for the prevention and monitoring of unfair trade practices.

Article 4 (Support for Mutual Cooperation)

The Contractor shall actively promote the following cooperative support measures to foster the Subcontractor as a globally competitive enterprise:

1) Operation of financial support programs and improvement of payment terms.
2) Implementation of quality and technical enhancement programs.
3) Provision of education and training programs.
4) Collection of opinions from subcontractors through the operation of a partner council.
5) Operation of various other support programs.

Article 5 (Obligations of the Subcontractor)

The Subcontractor shall make efforts to fulfill the following cooperative actions in conducting transactions with the Contractor:

1) Faithful execution of contracts in accordance with the principle of good faith.
2) Pursuit of improved competitiveness through continuous self-initiated efforts and management innovation.
3) Enhancement of component quality through thorough quality and site control.
4) Commitment to cost reduction through productivity improvement, process innovation, and logistics optimization.
5) Maintenance of confidentiality regarding business and technical information obtained through transactions with the Contractor.
6) Prohibition of providing or receiving monetary or other economic benefits to/from the Contractor's officers and employees, or any form of improper inducement of transactions.

Article 6 (Effectiveness of the Agreement)

This agreement shall become effective on the date it is signed by both the Contractor and the Subcontractor.

Article 7 (Validity Period)

This agreement shall remain valid for one (1) year from the date of execution. However, if the transaction between the parties terminates during the validity period, the date of transaction termination shall be deemed the expiration date of the agreement.
Upon expiration, the agreement may be extended in one-year increments by mutual consent.

Executed on: 20___ Year ___ Month ___ Day

(Principal Contractor)	(Subcontractor)
Address:	Address :
Company Name :	Company Name :
Representative : (Signature)	Representative : (Signature)

3. Eco-Friendly Parts Supply Agreement

This agreement is for (Youngshin Precision Co., Ltd.) (hereinafter "A") and (Partner) (hereinafter "B") to jointly respond to the strengthening of global regional environmental laws and regulations, and to meet various environmental standards required by Youngshin Precision Co., Ltd. (hereinafter "Youngshin") and contribute to the local community, and it will take effect from the date of signing by both parties.

1. **Party B** shall ensure that no substances harmful or hazardous to human health or the environment are used or included in the development or manufacturing process of the products supplied to **Party A** or **Youngshin**, and shall comply with the "Youngshin Environmental Standards" established to meet global environmental regulations.

2. **Party B** shall prohibit the use of the four major heavy metals — **lead, mercury, cadmium, and hexavalent chromium** — in products supplied to both domestic and overseas factories of **Party A** or **Youngshin**, in accordance with the schedule specified by them.

3. **Party B** shall endeavor to establish an internal environmental management system so that parts supplied to **Party A** or **Youngshin** are **eco-friendly** in their design, production, packaging, and transportation.

4. While implementing environmental management, **Party B** shall also pursue **transparent management** and fulfill its **social responsibilities to stakeholders** as an advanced and responsible enterprise, striving for **sustainable growth in partnership with Party A**.

Executed on: 20___ Year ___ Month ___ Day

Party A
Address :
Company Name :
CEO: _____ (Signature)

Party B
Address :
Company Name :
CEO: _____(Signature)

Global Environmental Management Policy

(Youngshin Precision Co., Ltd.)respects human values based on the spirit of corporate citizenship and strives to build a prosperous and sustainable society. To this end, we hereby establish the following Global Environmental Policy and pledge our utmost efforts to protect the global environment.

1. We recognize the environment as a core element of corporate success and create corporate value through proactive environmental management.

2. We fulfill our social responsibilities as a specialized automotive parts manufacturer by developing and supplying environmentally friendly automotive components.

3. Throughout the entire product lifecycle — from development, production, and sales to usage and disposal — we strive to reduce resource consumption, promote sustainable energy use, and minimize environmental pollution.

4. We actively support environmental education for all employees and encourage suppliers to engage in environmental protection initiatives, thereby fulfilling our role in corporate social responsibility.

5. We comply with all relevant domestic environmental laws and agreements, and commit to the continuous improvement of our environmental management. The results of our efforts shall be disclosed both internally and externally.

Executed on: 20___ Year ___ Month ___ Day

( )Representative Director ○○○

Global Standard Policy on Four Major Heavy Metals

(Youngshin Precision Co., Ltd.) does not use lead, mercury, hexavalent chromium, and cadmium (hereafter, the four major heavy metals) in all vehicles, parts, or materials sold worldwide based on its globa environmental management policy, and voluntarily complies with this.

1. All employees of Youngshin Precision are responsible for ensuring that the four major heavy metals are not used in any part of the product lifecycle, including development, manufacturing, sales, use, and disposal.

2. Youngshin Precision shall require that all domestic and overseas suppliers and partners involved in the transaction do not use or supply materials or parts containing the four major heavy metals.

3. Youngshin Precision shall conduct periodic inspections and evaluations of its domestic and overseas suppliers to ensure strict compliance with the prohibition on four major heavy metals.

4. In promoting this Global Standard Policy, Youngshin Precision will actively support its domestic and international suppliers through collaborative partnerships and capacity-building initiatives.

Executed on: 20___ Year ___ Month ___ Day

( )Representative Director ○○○

4. Quality Assurance Agreement

Youngshin Precision Co., Ltd. (hereinafter referred to as "Party A") and **[Partner Company Name]** (hereinafter referred to as "Party B") enter into the following agreement regarding quality assurance.

Article 1 (Obligation to Ensure Quality)

1. Both Party A and Party B shall make mutual efforts to improve the quality level of products. In particular, both parties shall sincerely fulfill their responsibilities for establishing a quality assurance system, traceability, and compliance with the inspection criteria required by Youngshin Precision Co., Ltd. ("Youngshin"), which are the foundation of quality assurance.

2. Party B shall be responsible for the quality of materials or outsourced parts procured in relation to the above-mentioned quality assurance.

Article 2 (Implementation Measures for Quality Assurance)

To fulfill the quality assurance obligations set forth above, Party B shall establish a quality assurance system compatible with the system presented by Party A or Youngshin. In particular, when supplying products to mass production (SOP) or other key milestones, Party B shall not only maintain quality but also promote improvement activities to strengthen its quality foundation.

Article 3 (Confirmation and Modification of Quality Requirements)

1. The quality requirements demanded by Party A shall be clearly stated in the technical documentation.

2. If Party B has objections to or intends to change any of the quality requirements presented by Party A, such proposed changes must be agreed upon in writing by Party A prior to implementation. In this case, both parties shall determine whether the changes affect product safety, performance, or reliability, and changes must not be made unilaterally.

3. If changes to Party A's requirements are unavoidable, Party B shall promptly consult Party A and implement the necessary procedures to ensure stable quality without delay.

Article 4 (Determination of Inspection Standards)

Party A and Party B shall consult and determine the inspection standards, including inspection items, inspection frequency, inspection methods, and the preparation and submission of inspection reports, with respect to the specifications mentioned in the preceding Article.

Article 5 (Inspection by Party B)

Party B shall conduct inspections in accordance with the inspection standards specified in the preceding Article and shall deliver only those materials that pass inspection. The submission of inspection reports shall follow the agreement reached under the preceding Article.

Article 6 (Inspection by Party A)

Party A shall conduct incoming inspections in accordance with Article 4.

Article 7 (Measures for Quality Issues)

1. In the event that a quality issue arises with the delivered materials, Party B shall promptly supply replacement materials in consultation with Party A, and, in addition to consulting with Party A regarding remedial measures, shall also establish and implement recurrence prevention measures based on scientific analysis.

2. Compensation for costs and the period for resolution related to claims arising from the quality issue in the previous paragraph shall be in accordance with a separate agreement concluded between Party A and Party B.

Article 8 (Submission of Quality Assurance Documents)

1. Party A or Youngshin may require Party B to submit documentation in accordance with the basic requirements of the quality assurance system specified by Party A or Youngshin in order to verify the status of Party B's quality assurance system.

2. Upon request, Party B shall submit the required documentation by the deadline specified by Party A or Youngshin.d implement the necessary procedures to ensure stable quality without delay.

Article 9 (Quality Level Evaluation and Requirements)

1. Party A shall establish evaluation criteria to assess Party B's quality assurance capabilities and compliance with the quality levels required by Youngshin, and shall conduct periodic evaluations of Party B, or immediate evaluations upon Youngshin's request. The evaluation results shall be notified to both Party B and Youngshin Precision.

2. Party B shall establish an internal quality assurance system that satisfies the quality assurance system requirements specified by Party A or Youngshin.

Article 10 (Quality Audit)

1. Party A may conduct on-site audits by part or process at Party B's facility prior to initial delivery, upon occurrence of quality issues, or at the request of Youngshin, and may provide necessary guidance or recommendations to Party B.

2. Party B shall promptly implement improvements in response to the guidance or recommendations agreed under the preceding paragraph, and shall notify Party A or Youngshin of the improvement results as necessary.

Article 11 (4M Change Reporting and Lot Management)

1. Party B shall faithfully fulfill its obligations related to quality assurance activities.

   1) If any changes occur in the four factors that may affect product quality—Manpower, Machine, Material, Method (hereinafter referred to as "4M")—Party B shall immediately report such changes to Party A in accordance with the quality assurance system requirements specified by Party A.

   2) In the case of subcontracted parts, Party B shall also report any 4M changes to Party A.

   3) In the following cases, Party B shall report the changes and obtain re -approval from Party A:

(Continuation of Article 11 - Clause 3)

Party B must report and obtain prior re-approval from Party A in the following cases:

(A) Change in material: Use of different materials from those originally approved

(B) Change in mold: Use of new or modified molds

(C) Rearrangement of processes: Rearrangement or replacement of molds or equipment

(D) Change in manufacturing method: Any change in the production method or process

(E) Transfer of production site: Relocation of molds or equipment to a different facility

(F) Change of subcontractor: Change of secondary parts suppliers

(G) Change in surface treatment: Changes in processes such as heat or surface treatment

(H) Use of idle molds: Reuse of molds or tools not used for more than one year

(I) Quality issue: Resumption of delivery after suspension due to quality problems raised by Party A

(J) Localization of KD (Knock-Down) parts

2. In the event of a quality issue, Party B shall manage product lots to ensure the fastest, most accurate, and cost-effective resolution.

Article 12 (Penalties)

If Party B violates any provisions set forth in Article 11, Party A may take actions such as termination of the business contract or claims for damages.

Article 13 (Term of Agreement)

This agreement shall remain effective for a period of one (1) year from the date of execution. However, unless either Party A or Party B notifies the other party of its intention to amend or terminate the agreement at least three (3) months prior to the expiration date, the agreement shall be automatically extended for an additional one (1) year under the same terms and conditions.

Executed on: 20___ Year ___ Month ___ Day

Party A	Party B
Company Name:	Company Name:
Address:	Address:
CEO: (Signature)	CEO: (Signature)

Quality Commitment Statement

Youngshin Precision Co., Ltd. pledges to make the utmost effort, in cooperation with its business partners and customers, to secure parts quality so that we may manufacture the highest quality vehicles and parts and grow into a leading global maker.

1. We will recognize that quality enhances brand image and value, and we commit to continuously establishing and maintaining a robust defect -prevention production system to ensure the production of top-quality products.

2. We will proactively ensure the quality of our products by conducting self -inspections and maintaining perfect quality systems in preparation for global OEM quality audits (such as IQS, VDS, CR, etc.) to meet the highest standards.

3. In order to minimize the impact of changes in processes, facilities, materials, and workers, we will manage quality under the 4M change control rules and prevent recurrence of issues through advance verification and reporting systems.

4. We will establish an early warning and reporting system to quickly detect quality issues in self-manufactured and customer products, and take Immediate and appropriate corrective actions based on root cause analysis and process-level inspections.

Executed on: 20___ Year ___Month ___Day
Company Name:
Representative: (Signature)

5. Security management standards regulations

Article 1 (Purpose)

The purpose of this regulation is to establish detailed implementation procedures necessary for the execution of security operations at Youngshin Precision Co., Ltd. (hereinafter referred to as the "Company") in order to prevent external leakage of confidential information, protect business activities, and ultimately contribute to the development of the Company.

Article 2 (Scope of Application)

This regulation shall apply to all departments, employees, and management personnel of the Company. Each business site may also establish and implement its own security guidelines in accordance with the circumstances of the site, based on this regulation.

Article 3 (Security Operations Organization)

1. In accordance with this regulation, the Company shall establish and operate a security organization for the efficient execution of security tasks.

2. The Company shall delegate the following security responsibilities and authorities related to security operations:

1) Company Security Representative: Chief Executive Officer (CEO)
- Company Security Representative and Approval Authority

2) Company Security Manager: Head of the department responsible for management support (HR/General Affairs)
- Responsible for overseeing the Company's security management tasks
- Provides direction and approval for the enactment/revision of security regulations
- Directs and supervises internal security audits

3) Company Security Officer: Head of the department responsible for security control
- Assists the Company Security Representative and Security Manager, and supervises all tasks performed by security officers
- Oversees all security-related areas (documents, personnel, education, IT, etc.)

4) Company Security Staff: Personnel in charge of actual security tasks in the responsible department

- Promote the establishment/revision of the company's security regulations and related manuals
- Conduct and report internal security audits
- Monitor and report the status of confidential information held by the company
- Manage the company's security organization and operate related systems
- Implement and operate the company's access control system
- Manage the designation and status of restricted areas within the company
- Conduct training for personnel in security-related positions
- Manage external affairs related to security
- Operate a reporting center for information leakage

5) Departmental Security Manager: Head of each department

- Responsible for security management tasks within each department
- Direct and supervise security management activities in each department
- Approve and designate restricted areas in each department

6) Departmental Security Officer: Head of the main office responsible for each department

- Oversee all security tasks in the department
- Supervise and implement security education and inspection within the department
- Review and approve the designation of restricted areas within the department

7) Departmental Security Staff: Personnel in charge within each main office

- Establish and implement department-level security management plans
- Conduct security training within the department and verify training records
- Conduct and report periodic internal security inspections within the department
- Manage the inventory of confidential documents or information held within the department
- Manage and operate the security organization of the department
- Request establishment/revision of security regulations and related manuals
- Participate in security audits and respond accordingly
- Attend education and seminars related to security management
- Collect, manage, and report confidentiality agreements for internal and external personnel in the department

8) Departmental Security Manager: Head of each department
- Appoint and manage departmental security personnel
- Oversee security education and audits within the department
- Request approval and manage restricted areas in the department

9) Departmental Security Officer: Security representative of each department
- Establish and implement departmental security management plans
- Classify and manage confidential documents within the department
- Participate in and respond to security audits in the department
- Conduct internal security education
- Collect, manage, and report confidentiality agreements from internal and external personnel
- Report and manage the department's confidential asset status

Article 4 (Security Council)

The company may establish a Security Council at each workplace to deliberate and decide on the efficient execution and management of security tasks.

Article 5 (Personnel Security)

1. Upon Hiring

Personnel security matters shall be managed by the HR department.

1) The HR department shall require all new hires, whether full-time or part-time, to submit a Confidentiality Agreement for Business Secrets as part of the employment documentation.

2) In principle, individuals in key security-related positions shall not be hired as non-regular employees or external contractors.

2. During Employment

1) All executives, employees, and management personnel of the company shall not use, disclose, or provide to any third party any confidential information, business-related data, or any other materials obtained through business dealings with Youngshin Precision Co., Ltd. (hereinafter referred to as the "Company") for any purpose other than legitimate business purposes.

2) Even if the third party is an employee of the Company, the preceding paragraph shall still apply. When employees of the Company require access to the Company's confidential or business-related information in the course of their duties, they shall obtain and use such information only through proper procedures.

3) All officers, employees, and management personnel of the Company shall, upon discovering any act that may compromise security, take appropriate measures and report the incident to the relevant division or the Company's security department.

4) All officers, employees, and management personnel of the Company shall prepare and submit a confidentiality and non-disclosure agreement once a year. Department heads and higher-level managers may have such agreements notarized and manage them accordingly.

3. Upon Resignation

1) A resigning employee shall not disclose or leak any confidential information acquired during their tenure under any circumstances. Violation of this provision shall subject the individual to relevant legal and civil/criminal liabilities.

2) The HR department shall ensure that resigning employees sign a confidentiality and non-disclosure agreement, which must be included in their exit documents and retained for three years following their resignation.

3) The head of the department to which the resigning employee belonged shall provide prior training to prevent any potential external leakage of the Company's confidential information.

4. Post-Resignation Management

1) If a former employee is re-employed by another company or starts their own business, they shall not disclose or use the Company's confidential information.

2) If there is concern that a former employee may disclose or use the Company's confidential information, the responsible department shall send a warning letter to the former employee and the related company to prevent any breach of confidentiality.

3) In relation to the preceding paragraph, if it is recognized that the company's retired personnel have used confidential information, the company's security department must be notified of the exact details without delay, and countermeasures must be prepared in consultation with the relevant department.

4) Managers who were engaged in key security-related work must also be managed in accordance with 1) to 3) in the relevant department after retirement.

Article 6. Document Security

1. Classification of Confidential Documents

1) All materials produced internally or provided by the company must be classified and managed according to their importance and potential impact.

2) Confidentiality levels for documents shall be categorized as: Top Secret, Confidential, Internal Use Only, General

3) All materials provided by the company shall be managed at the level of Confidential or higher.

2. Production and Management of Confidential Documents

1) The producer of a confidential document is responsible for comprehensive security management from the point of creation to distribution.

2) If major company management-related materials are to be submitted externally or to a third party, they must first be reviewed and approved by the department in charge. The submission must be made by that department.

3) When submitting materials provided by the company to external parties or third parties, prior approval from the company must be obtained.

4) In the case of promotional or public media distribution, the materials must be issued by the company's designated public relations department.

3. Marking of Confidentiality

1) When producing a confidential document, the appropriate level of confidentiality must be clearly indicated, and a control number must be assigned in production order.

2) The method for marking confidentiality shall be defined in a separate regulation.

3) All materials provided by the company must be marked with the appropriate confidentiality level.

4. Reproduction of Confidential Documents

1) Documents classified as "Top Secret" may not be reproduced under any circumstances.

2) If reproduction of a confidential document is necessary, approval must be obtained from the head of the department responsible for the original production, and reproduction must be done only within that department.

3) Reproduced documents, including copies or reprinted versions, must also clearly indicate that they are reproductions and be managed accordingly.

5. Confidential Document Record Book

1) The confidential document record book must be maintained by each department that produces such documents.

2) When producing or receiving a confidential document, the record book must include: control number, title, classification level, date of production, distribution recipients, and distribution format, in accordance with the company's specified format. Each document must be assigned a unique control number.

3) The record book must be preserved permanently and shall be classified as "Top Secret".

4) In the event of organizational changes, the department assuming the responsibilities of the previous document-producing department must take over and manage the confidential document ledger and the related confidential documents.

6. Principles of Confidential Document Storage

1) Confidential documents must be organized and stored separately from general documents.

2) Other storage media such as drawings, photos, maps, diagrams, microfilm, diskettes, CDs, and USBs shall also be treated as confidential documents. They must be stored under the same principles as in item 1), and separate storage within restricted or controlled areas must be arranged with specific protection measures to prevent information leakage.

3) Confidential documents must be consolidated and stored by the department's designated security officer. However, if it is unavoidable for work-related reasons, partial storage may be permitted.

7. Storage Containers for Confidential Documents

1) Storage containers must be provided in accordance with the circumstances of each department and must be equipped with a locking device.

2) No confidentiality markings should be placed on the outside of the storage container.

8. Handover of Confidential Documents

1) When a department in possession of confidential documents is dissolved, the documents must be transferred to the successor department.

2) After the transfer, the production department must be promptly notified of the transfer, and the document control record must be updated to include the transfer date, receiving department, and recipient.

9. Reclassification of Confidentiality Levels

1) The reclassification of confidentiality levels shall be carried out by the head of the department that produced the document.

2) Reasons for Reclassification of Confidentiality Level

(1) When confidential information has been disclosed through normal business operations
(2) When the importance of the confidential document has significantly decreased compared to its original importance at the time of creation
(3) When third parties have disclosed similar technologies or contents, thereby reducing its significance
(4) When the confidential information has been leaked externally
(5) When, at the discretion of the head of the department that produced the document, the confidentiality level needs to be adjusted due to a decline in its value

3) The timing of reclassification shall be the point at which the reason for reclassification arises.
4) Once reclassified, the head of the producing department must notify all distribution recipients of the reclassification.

10. Destruction of Confidential Documents

Destruction of confidential documents refers to completely eliminating the original form of the information through burning, dissolving, or other methods, and the procedure is as follows:

1) Destruction of confidential documents must be conducted by the document's manager after obtaining permission from the department security officer and in the presence of the department's security personnel.

2) After destruction, the destruction date, witness, and person responsible must be recorded in the confidential document control register, with signatures and seals from the department's security personnel and responsible officer.

11. Reporting Status of Held Confidential Documents

Each division's security officer must assess and report the current status of held confidential documents at least once a year to the company's security officer, who shall then compile and report the information to the company's chief security officer.

12. Security Management of General Documents

1) General documents are also subject to security management and must not be disclosed without authorization. If disclosure is unavoidable, it must be approved by the department head.

2) No document may be taken outside the company without the approval of the department head.

Article 7. Facility Security

1. Office Building Security Operations

1) The security officer of each business site shall operate security personnel, services, and facilities to ensure the security of office buildings, and such operations shall be carried out in consultation with the company's security department.

2) The department security officer shall regularly update the emergency contact network to prepare for emergency situations.

2. Designated Protection Zones

1) Establishment of Protection Zones

(1) The department head shall request the division security officer to designate areas where confidential materials are stored or areas that require restricted access for security reasons as protection zones.
(2) Once an area is designated as a protection zone, the requesting department shall ensure thorough management and bear full responsibility for it.

3. Classification of Protection Zones

1) Restricted Areas: Areas where the protection of confidential materials, critical facilities, or supplies is required, and where general access must be monitored through fences or security guards.

2) Restricted Zone
A sub-area within the limited area, where guidance is required to control access in order to prevent unauthorized persons from approaching confidential or critical facilities and materials.

3) Controlled Zone
A highly sensitive area where access by unauthorized persons is strictly prohibited for security reasons.

4. Authorization for Entry into Protected Zones

1) Entry into protected zones shall be granted by the division security officer upon the request of the manager responsible for the protected zone.

2) Personnel assigned to work within the protected zones are considered approved for entry based on their work assignment without a separate procedure.

3) Individuals requiring regular access to protected zones must obtain prior approval in accordance with item 1).

5. Signage for Protected Zones

1) Entry doors to restricted and controlled zones must be clearly marked in a visible manner to indicate that the area is a protected zone.

2) Methods of signage for protected zones shall be specified in a separate regulation.

6. Areas requiring special security due to the possibility of filming or photography must be marked as no-camera zones, and signage indicating camera possession and photography prohibition must be displayed.

7. Access Management of Protected Zones

1) For anyone other than authorized personnel who must enter a controlled zone, an access log must be maintained and managed.

2) Visitors with entry authorization must be supervised and approved by the responsible officer while inside the protected zone. If this is violated, the visitor may be forcibly removed or denied entry.

3) Within protected zones, unauthorized photography using unapproved cameras or video recording devices (including camera phones) is strictly prohibited for both internal and external personnel. The security officer must post a notice at the entrance of the protected area to inform of this restriction.
However, exceptions can be made with prior approval from the security manager or officer.

4) If an external person must enter a controlled zone for repair or construction work, the department overseeing the project must obtain prior approval from the division security officer before the work begins. Upon completion of the work, the same reporting procedure must be followed.

8. Measures for Managing Protected Zones

1) Facilities designated as protected zones must be secured from direct access by outsiders through the installation of perimeter fences or equivalent physical barriers.

2) Security personnel must be assigned to protected zones for their protection. If the deployment of such personnel is not feasible due to personnel shortages, the department head must establish and implement alternative internal protection measures.

3) The person responsible for managing the protected zone must always monitor the movements of those entering or exiting and take necessary security actions, such as guidance and control.

Article 8: Access Control Management

1. Access within the Company

All individuals and vehicles entering the company premises must follow the security procedures from entry to exit and act only after obtaining the necessary permissions. However, personnel and vehicles requiring regular access must notify the security officer in advance and follow a separate access procedure.

2. Personnel Access Control

The security team responsible for access control at each business site must manage and control the access of all internal and external personnel entering the company premises.

3. Guidelines, Procedures, and Management for Access Control

The guidelines, procedures, and management system for controlling personnel access shall be separately defined and enforced in accordance with company regulations.

4. Vehicle Access Control

1) All vehicles entering company premises must be controlled, including monitoring of movement routes and loaded items.

2) External vehicles that require regular access must display a designated access permit for management purposes.

5. Inbound and Outbound Goods

1) When bringing items into company premises, the contents must be verified by security personnel. Only items that do not pose a security risk are permitted entry.

2) When taking items out of the premises, the items must be checked against an official outbound goods certificate before approval is granted.

3) Additional details regarding the inbound and outbound process for goods will be defined and enforced by separate regulations.

6. Photography Restrictions

1) Photography is prohibited on all company premises, regardless of the person.

2) If an external individual must photograph the company premises, they must obtain prior authorization through the proper procedure defined by the company.

3) Employees must obtain approval from their department head before taking photographs of company facilities or worksites for work-related purposes. All such images must be properly documented and retained.

4) The use and possession of any cameras (including all devices with recording capabilities) are strictly prohibited in secured areas, regardless of whether the person is an internal or external party. Any violations may result in forced removal and confiscation of the recorded material.

5) Camera restriction or usage prohibition zones must have visible signs clearly indicating the restriction to ensure both internal and external individuals are aware in advance.

Article 9: Communication Security

1. Communications Security

Matters considered confidential (those that, if leaked to the public or competitors, could cause significant damage or loss to the company) must not be transmitted via wired (telephone, fax) or wireless (radio, mobile phone) communications. If unavoidable, transmission should be carried out by postal or registered mail or through a secure electronic data system with the approval of the relevant department head.

2. Management of Wired Communication

1) Telephone communications are not secure; therefore, confidential information must never be shared via telephone under any circumstances.

2) International communication involving confidential matters must be conducted in writing (including electronic documents via secure systems).

3) In the event that confidential documents must be sent via fax, approval must be obtained from the relevant department head, and the recipient must be informed in advance before sending.

3. Wireless Communication Management

1) Due to the nature of radio waves, wireless communication is vulnerable to security breaches and therefore must be handled with extreme caution.

2) The person in charge must establish preventive measures in advance to avoid communication security incidents when using wireless communications.

3) The number of users permitted to use wireless communications should be strictly limited. For regular users, in-house security training must be conducted at least once a year.

Article 10: IT Security

1. Designated IT Security Officers

The department responsible for company-wide IT operations must designate and manage a company-wide IT Security Officer and IT Security Manager. The IT Security Manager is also responsible for establishing and enforcing detailed internal IT security regulations.

2. Network Security

1) Access from external networks to internal systems must be blocked by default. Only essential business-related ports may be allowed to connect through a neutral network zone.

2) Intrusion Detection Systems (IDS) and Intrusion Prevention Systems (IPS) must be operated continuously to guard against external attacks. A proactive incident response plan must be established in advance.

3. Server Security

1) Each server must undergo a security evaluation before being connected to the internal network. Appropriate security systems should be applied accordingly.

2) If there is a security threat, server operations must be suspended immediately and corrective actions should be taken without delay.

3) When installing or removing a server, the optimal plan must be prepared, reported to the company's IT Security Officer, and implemented only after obtaining approval.

4. Application Security

1) Security measures must be included during the preparation of plans and design documents for applications, and these measures must be reflected during development.

2) Applications developed internally or by external contractors, as well as tools and third-party packages used, must be subject to the same security management policies.

Article 11: Management of Trade Secrets and R&D of Other Companies

1. Precautions for Acquiring, Using, or Disclosing Third-Party Trade Secrets

1) When acquiring trade secrets of other companies through contractual relationships with third parties, it must be verified that the provider is duly authorized to share such information.

2) Any involvement in the following improper acts may result in legal consequences under relevant laws, including injunctions to prevent or prohibit infringement, claims for damages, claims for credit restoration, and criminal penalties. Therefore, extreme caution is required in acquiring, using, or disclosing third-party trade secrets.

(1) Acquiring, using, or disclosing a third party's trade secrets through unlawful means such as theft, embezzlement, fraud, or threats.

(2) Acquiring, using, or disclosing a third party's trade secrets while being aware, or grossly negligent in not being aware, that such trade secrets were obtained through unlawful means as described in (1) above.

(3) Using or disclosing a third party's trade secret after acquiring it, without knowing or while ignoring the fact that it was obtained through unlawful means described in item (1).

(4) A person who is under an obligation to protect a third party's trade secret due to a contractual or similar relationship uses or discloses the secret for unlawful gain or to cause harm to the party responsible for its protection.

(5) Using or disclosing a third party's trade secret after acquiring it, without knowing or while ignoring the fact that it was obtained in violation of item (4) above.

2. Management of Third-Party Trade Secrets

1) When acquiring third-party trade secrets, they must not involve any unlawful conduct described in item 2 above. Legitimately acquired trade secrets through contractual relationships must be used only for the intended purposes and must not be disclosed to unrelated parties.

2) In particular, all materials or information provided by or obtained through business with Youngshin must be treated with strict confidentiality and special care.

3. Security Management of R&D Projects

1) The department in charge of R&D must review security risks during the selection of project personnel, provision of related materials, and drafting of objectives, and implement internal security measures.

2) R&D plans must be classified and managed with an appropriate confidentiality level from the planning stage.

3) Upon the resignation or reassignment of a researcher, the transfer of duties must be confirmed, and guidance and supervision strengthened.

4) In cases of collaboration with external research institutions, security measures must be taken in advance to prevent the disclosure of secrets to third parties.

5) Security Management of Research Outcomes

(1) Research results and outcomes must not be used arbitrarily for personal purposes outside the company's business objectives.

(2) A person responsible for managing research outcomes must be appointed. They should compile an inventory and organize and manage the materials systematically.

(3) Individuals involved with the research outcomes must take appropriate preemptive measures (such as signing confidentiality agreements) to prevent the leakage of acquired information.

6) Security Management of New Vehicle Development

A separate and detailed security regulation specifically for new vehicle development must be established and implemented.

Article 12: (Security Training and Measures)

1. Security Training

1) In order to enhance security operations and ensure thorough security management, all employees must receive regular security training at least once a year.

2) New employees must be trained in all areas of security immediately upon hiring.

3) For expatriates and employees on overseas business trips, the relevant department must provide internal security training.

4) Employees in security-related positions must receive security training or attend seminars at least once a year.

2. Security Audits and Internal Security Inspections

1) To assess the implementation status of security operations and to prevent security incidents in advance, a comprehensive security audit must be conducted regularly (at least once a year) or occasionally for all departments. In the event of a serious security breach, a special audit may be conducted under the directive of the company's Chief Security Officer or the company-wide Security Manager.

2) If a serious violation is found as a result of the security audit, it must be reported to the Chief Security Officer. The involved individuals or responsible personnel may be subject to disciplinary action. Preventive measures and post-management must be thoroughly implemented to avoid recurrence of the same issue.

3. Security Incidents and Response Measures

1) A security incident refers to an incident that may harm or pose a risk to the company's management, such as the leakage, loss, or outflow of trade secrets, destruction of important facilities and equipment, or illegal intrusion into protected areas due to the intentional or negligent actions of internal or external personnel.

2) Reporting a security incident

(1) Any individual who discovers or becomes aware of a security incident must report it immediately to the company's Security Department or the responsible department's security team.

(2) If a department security officer confirms the leakage or loss of confidential information, they must notify all relevant and recipient departments or institutions of the incident.

(3) The details of the security incident must be treated as confidential and managed securely until a full investigation of the incident's cause and circumstances is completed.

3) Handling of Security Violators

Any person who violates the company's security policies shall be referred to the company's Personnel Disciplinary Committee and subjected to disciplinary action. Legal action may also be taken in accordance with relevant civil or criminal laws.

Article 13 (Forms)

1. Confidentiality Agreement for Employees(Revised format)

2. Confidentiality Agreement for Retiring Employees(Revised format)

CONFIDENTIALITY PROTECTION AGREEMENT
(For Employees)

Employer (Party A)	Company Name	YOUNGSHIN Precision Co., Ltd.	Representative	Jong-Seung Park
	Address	156 Moao-ya-gil, Cheonbuk-myeon, Gyeongju-si, Gyeongbuk		
Employee (Party B)	Name		ID Number	
	Address			

Article 1 (Purpose)
This agreement is concluded based on the Unfair Competition Prevention and Trade Secret Protection Act to protect Party A's trade secrets and prevent unlawful recruitment

Article 2 (Definition of Trade Secrets)
Trade secrets refer to the following useful information related to "LIST OF TRADE SECRETS RELATED TO DUTIES FOR THE UNDERSIGNED"

① Product design technology, materials, drawings / tooling drawings
② Product QC process flow / inspection standards / specifications / quality specifications
③ Product manufacturing process flow / manufacturing operation guidelines
④ Development information / cost information / training technical details
⑤ Mold technology / production and manufacturing technology / various test-related technologies
⑥ Machine specifications / handling manuals / all equipment drawings
⑦ Key trade secrets, such as matters related to product pricing (excluding NEGO materials) and order information
⑧ Other confidential matters designated by the company

Article 3 (Prohibition of Acts Violating Trade Secrets)
Party B shall not disclose Party A's valuable technical trade secrets to third parties or competitors through copying, recording, photographing, or other means, without justifiable reasons, during employment or after resignation. Furthermore, Party B shall not share any work-related information with former colleagues via telecommunication methods, such as calls or social networking services (SNS), consent or requests from Party A.

Article 4 (Prohibition of Unfair Employment)
To protect Party A's trade secrets, Party B shall not work for competitors or similar companies for three years from the date of resignation. If such employment results in the breach of trade secrets, Party B shall reimburse training costs and other expenses incurred by Party A during the employment period.

Article 5 (Prohibition Period for Trade Secret Violation Acts)
If a trade secret violation occurs (or is anticipated), legal claims may be filed within three years from the date Party A becomes aware of the act and the infringer, or within ten years from the date the act began.

Article 6 (Liability for Damages Resulting from Trade Secret Violations)
If Party B's intentional or negligent act of trade secret infringement causes damage to Party A's business interests, Party B shall be held liable for compensating the damages.

Article 7 (Criminal Liability)

Date: _____

Signature: _____ (Seal)

To: YOUNGSHIN Precision Co., Ltd.

List of Trade Secrets Related to the Duties of the Undersigned

NO	Description of Trade Secret	Remarks
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		

Executed on: 20___ Year ___ Month ___ Day
Signed by: _____ (Signature)
Confirmed by (Department Head): _____ _____ (Signature)

CONFIDENTIALITY PROTECTION AGREEMENT
(For Former Employees)

Employer (Party A)	Company Name	YOUNGSHIN Precision Co., Ltd.	Representative	Jong-Seung Park
	Address	156 Moao-ya-gil, Cheonbuk-myeon, Gyeongju-si, Gyeongbuk		
Employee (Party B)	Name		ID Number	
	Address			

Article 1 (Purpose)
This agreement is concluded based on the Unfair Competition Prevention and Trade Secret Protection Act to protect Party A's trade secrets and prevent unlawful recruitment

Article 2 (Definition of Trade Secrets)
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Article 7 (Criminal Liability)

Date: _____

Signature: _____ (Seal)

To: YOUNGSHIN Precision Co., Ltd.

List of Trade Secrets Related to the Duties of the Undersigned

NO	Description of Trade Secret	Remarks
1		
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4		
5		
6		
7		
8		
9		
10		

Executed on: 20___ Year ___ Month ___ Day
Signed by: _____ (Signature)