

■ LG H&H Ethics Guideline

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LG H&H ("the Company," or "we") shares the management principles of "creating value for customers" and "management based on respect for humans" and promotes self-management based on freedom and responsibility, in line with the spirit of the management charters.

We respect the order of a free-market economy that promotes free and fair competition and pursue common interests with all stakeholders based on mutual trust and cooperation to continue growing into a world-class excellent company.

In this regard, we established a code of conduct as the guidelines for proper behaviors and value judgment that all employees, partners, and contractors should follow and make ourselves committed to implementing the code of conduct.

Duties and Responsibilities for Customers

1 Respect for Customers

- (1) We always listen to customers' voices, believe that the sincere requests of customers are always right, and put customers first in all our judgments and actions.

2 Creation of Value

- (1) We always try to find values that customers need, believing that the development of our customers is our development.
- (2) We continue creating true values that can practically help and satisfy customers.

3 Offering Value

- (1) We always tell our customers the truth and always keep our promise to them.
- (2) We provide customers with the best quality products and services at reasonable prices and rapidly and accurately respond to their fair requests.

4 Protection of Information

We do our best to protect customer information safely.

We accurately inform our customers when we use their information and guarantee their right to know.

Fair Competition

1 Pursuit of Free Competition

- (1) In accordance with the principle of free competition, we respect global economic order anywhere in the world and gain customers' trust by improving the quality of products and services.
- (2) We engage in competition in good faith utilizing our genuine ability and do not infringe upon the interest of our competitors or unfairly take advantage of their weaknesses.
- (3) We prohibit monopoly/anti-competitive behaviors.

2 Compliance with Laws and Regulations

We conduct all business activities in and outside of Korea in compliance with laws and regulations in the countries we operate while respecting customs related to transactions.

Fair Transactions

1 Equal Opportunities

- (1) We give all qualified companies equal opportunities to join registration and selection of partners.
- (2) We register and select partners in a reasonable manner in accordance with objective and fair review criteria.

2 Fair Transaction Procedure

- (1) All transactions are made fairly with both parties in an equal position and we make sufficient discussions about the condition and procedures of transactions.
- (2) We do not conduct any kinds of illegal behaviors by taking advantage of our superior position.
- (3) Information needed for transactions should be provided mutually in a timely manner following adequate procedures, and results of the transactions should be regularly evaluated for mutual improvement.
- (4) We prohibit money laundering and internal transactions.

3 Pursuit of Mutual Development

- (1) We provide active support, including technical support and management guidance, so that partners can develop competitiveness and grow in the long term.
We share profits created through innovation.
- (2) We exert mutual effort together with our partners to foster a clean transaction environment and maintain fair transaction order.

Basic Ethics for Employees

1 Basic Ethics

- (1) Employees take pride as LG employees and maintain honest and fair attitudes.
- (2) Employees should always try to maintain high ethical standards and keep their own dignity and the reputation of LG H&H.
- (3) We prohibit monopoly/anti-competitive behaviors.

2 Completion of Mission

- (1) Employees should fulfill their own missions in line with the Company's vision and policies.
- (2) Employees should do their best to perform their duties by fair means and comply with related laws and regulations.
- (3) Employees should maintain the Company's assets well and protect the secrets obtained during the process of doing their jobs.
- (4) Employees should provide active cooperation and communication with other colleagues and departments for higher work efficiency.

3 Self-development

Employees should define what kind of talent they want to be and stay committed to becoming the talent.

4 Fair Performance of Duties

- (1) Employees should always perform their duties honestly and fairly and should always try to create a sound corporate culture.
- (2) Employees do not receive any monetary gains or bribery from stakeholders that can deter fair judgment related to their duties.
- (3) Regarding their daily life and duties, employees do not conduct any immoral or unethical behaviors that can be socially criticized.

5 Avoiding Conflicts of Interest with the Company

- (1) Employees avoid any types of behaviors or relations that cause conflicts of interest with the Company.
- (2) Employees should not use the Company's assets for personal gain without authorization.

Responsibilities for Employees

1 Respect for Humans

- (1) We treat each employee as an independent personal entity with mutual trust and genuine affection for humans.
- (2) We do our best so that employees can work with a sense of ownership and feel rewarded and proud.
- (3) We take necessary actions, such as establishing systems and providing education and guidelines, so that employees can fairly fulfill their missions.

2 Fair Treatment

- (1) We provide employees with equal opportunities depending on their ability and talent and do not discriminate against them for unfair reasons.
- (2) We evaluate the abilities and achievements of employees based on fair criteria and provide them with fair compensation.

3 Promoting Creativity

- (1) We try our best to create an environment to promote employees' creative thinking and autonomous behaviors.
- (2) We actively support the development of employees' capabilities and nurture talents in the long term.
- (3) We respect the privacy of individuals and create a mature organizational culture based on mutual trust and understanding.

Responsibilities for the Country and Society

1 Reasonable Business

- (1) We conduct our business while respecting the social values of the region where we operate, both in and outside of Korea.
- (2) We try to expand our business based on the foundation for the Company's stable growth.

2 Protection of Shareholder's Interest

We protect shareholders' return on investment by realizing profit from efficient and sound management.

3 Contribution to Social Development

- (1) We contribute to national development by creating employment and paying taxes sincerely, and contribute to social development through cultural and welfare projects.
- (2) We make donations to eligible charities for clear purposes and prohibit any form of inappropriate profit from such donations.
- (3) We strictly prohibit donations and sponsorships for political purposes using the Company's assets, budget, and others.

4 Emphasis on Environment/Safety/Health

- (1) We exert our best effort to prevent environmental pollution and protect nature in order to preserve a clean environment.
- (2) We try to establish the best possible safety facilities and take necessary actions to ensure safety/health at business sites.