

Code of Conduct



The purpose of JB Financial Group's Employee Code of Conduct (hereinafter referred to as "Code of Conduct") is to provide employees with standards of appropriate ethical decision-making and actions by setting forth detailed standards for judgment required for all employees of JB Financial Group and its subsidiaries (including contract workers and dispatched workers) to comply with the [Code of Ethics].

Criteria for Behavior

Chapter 1 Basic Principles

- Compliance with the Relevant Laws and Regulations
 - Employees shall comply with the relevant laws and regulations, supervision regulations, and bylaws, in carrying out their duties, and shall not request or direct co-workers to carry out duties in violation of the laws and bylaws.
- Prohibition of Conflict of Interest
 - Employees shall clearly recognize their authorities and responsibilities, fulfill their duties faithfully, and shall prioritize the interests of JB Financial Group when there is a conflict of interest between the Group and individual employees.
- Fair and Free Competition
 - Employees shall respect the fair and free market order and compete with other financial institutions in accordance with the principle of free competition, and comply with applicable laws and regulations related to fair trade.

Chapter 2 Creation of a Sound Working Environment

- Mutual Respect for Employees and Prohibition of Discrimination
 - Employees shall show mutual respect regardless of job positions among co-workers, show necessary basic good manners toward one another, and employees shall not engage in unfair discriminatory activities on the ground of gender, age, school ties, geographical ties, blood ties, or religion.
- Prohibition of Bullying and Sexual Harassment in the Workplace
 - Employees shall not engage in any actions that inflict mental or physical pain or sexual harassment

on other employees using their superior position or relationships in the workplace.

- Protection of Whistle-Blowers

- When an employee finds out or recognizes a possibility of illegal or unfair conduct, the employee may immediately report it to the compliance or audit department through the anonymous reporting and disclosure system (“JB Do dream”), and JB Financial Group thoroughly protect the personal information of the whistle-blower against any disadvantages which may be caused by the report.

(What is the “JB Do dream” system? It is JB Financial Group’s whistleblowing system through which employees can report illegal acts, etc. of employees to create a fair and clean JB Financial Group)

Chapter 3 Prohibition of Bribery and Anti-Corruption

- Prohibition of Giving or Receiving Money and Valuables or Treats

- The employees shall not receive money and valuables or treats from stakeholders such as business partners related to their duties, and shall not provide the stakeholders who engage in the business of the Company with any money and valuables or treats that are likely to be illegal or not accepted by the social norms.

- Prohibition of Illegal Solicitation

- Employees shall not engage in any acts that impede the fair performance of duties of other employees, such as by soliciting unfair influences in hiring, promotion, or transferring for themselves or other employees.

- Prohibition of Giving or Receiving Bribes

- Employees shall not give or receive or promise bribes or customary illegal fees.

- Prohibition of Engagement in Illegal Political Activities

- Employees shall not directly or indirectly provide illegal donations or contribution to political parties or politicians.

- Compliance with Anti-Corruption Related Laws and Regulations

- Employees shall not provide money and valuables, etc., or make illegitimate solicitations to public officials in accordance with the Improper Solicitation and Graft Act, and comply with the anti-corruption related laws and regulations.

Chapter 4 Impartial Performance of Duties

- Protection of Information

- Protection of Customers’ Information



Employees shall not disclose customer information or use it unduly for their own or a third party's benefit, except in cases where relevant laws and regulations require provision or use of customer information (financial transaction information, personal credit information, etc.).

- Protection of Company's Information

Employees shall use the Company's physical and intellectual property and information only for business purposes and shall comply with information protection related laws and regulations.

- Protection of Intellectual Property Rights

Employees shall respect the intellectual property of others and shall not engage in any infringement activities such as unauthorized use, duplication, distribution, etc. of such intellectual property.

▪ Restriction on Unfair Transactions such as Internal Trade, etc.

- Employees shall not engage in unfair transactions such as trading of securities, market price manipulation, use of undisclosed information, and arbitrage for short-swing profits by using internal information acquired in the course of performing their duties.

▪ Compliance with Real Name Financial Transactions

- Employees shall use their real names in all their financial transactions pursuant to the Act on Real name Financial Transactions and Confidentiality, and they shall comply with the confidentiality obligations such as by not disclosing or requesting information of the customers' financial transactions unfairly.

▪ Prohibition of Engaging in Money Laundering

- Employees shall not directly or indirectly be involved in money laundering activities with allegations of concealing or disguising illegal property earned from serious criminal acts, and shall comply with anti-money laundering laws and regulations.

Chapter 5 Contribution to Local Community and Protection of Environment

▪ Contribution to Local Community

- Employees shall actively engage in local community contribution activities to contribute to the stability and growth of the local community by creating legitimate profits for the Company, and to contribute to the development of academia, the arts, culture, and sports as a member of the local community.

▪ Prevention of Disaster and Protection of Environment

- Employees shall actively engage in activities to prevent and manage the occurrence of disasters and crises and to ensure a clean environment, and shall comply with all disaster, safety, and



environment related laws and regulations.

Application of the Code of Conduct

This Code of Conduct shall be applicable to all employees (including contract workers and dispatched workers) of JB Financial Group and we will strive to apply this “Code of Conduct” to our business partners (including contractors/ suppliers/service providers), while strongly encouraging our business partners to operate this “Code of Conduct” or its equivalent code of ethics.

Complementary Criteria for the Code of Conduct

If there are no standards for ethically problematic situations or if the standards do not provide clear guidelines, employees shall make decisions and act in accordance with the following decision-making principles, and submit the questions that are difficult for them to determine to the compliance department and act following the instruction of the compliance department:

- Is there any possibility that any act of employee may be interpreted as a violation of laws or bylaw?
- Can an employee disclose his/her own decisions or actions to other employees or to the public?
- Will other employees make the same decisions or actions under the same circumstances?

If the employees have violated this Code of Conduct, they may be subject to investigation under the relevant bylaws, and may be subject to disadvantageous disciplinary action based on the severity of the violation.