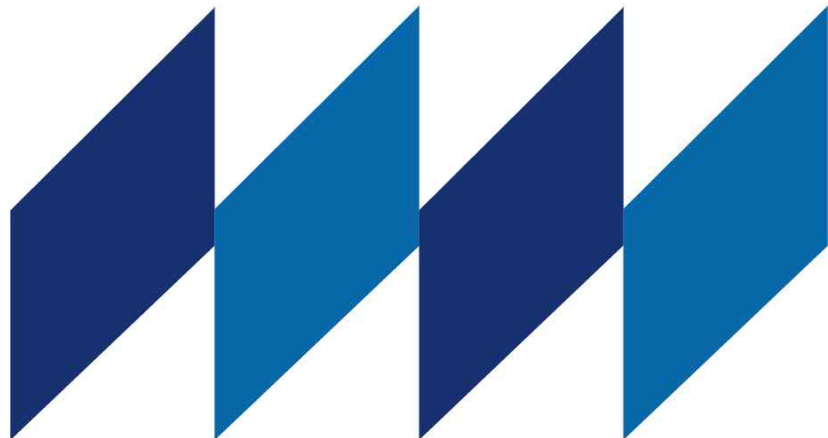


Win-Win Management Principles



Win-Win Management Principles

Principles

JB Financial Group considers the value of partner companies (organizations or individuals that provide products or services directly or indirectly to the Group) as a partner in corporate management and respects the autonomy and independence of partner companies. We hope our business partners will participate in the socially responsible management principles, and we will establish and implement the JB Financial Group's Win-Win Management Principles.

Win-Win Management Practice Policy


- 1) Respect for the human rights of employees of partners
 - Voluntary work: We comply with the relevant laws and regulations, each of us does not request or instruct others to process business violating laws and regulations.
 - Prohibition of child labor and protection of the vulnerable working class: We prohibit child labor and do not allow vulnerable workers such as women and the disabled to perform harmful and dangerous work.
 - Compliance with working hours: We mutually comply with working hours according to the relevant laws and regulations and have overtime work performed voluntarily.
 - Wages and benefits: We pay wages above the minimum wage stipulated by relevant laws and regulations and enforce a compulsory benefits package.
 - Protection of privacy and humane treatment: We protect privacy, including worker's personal information, and avoid inhuman treatment such as sexual harassment, sexual abuse, corporal punishment and swearing.
 - No discrimination: We do not discriminate against workers based on nationality, gender, religion, or social status.
- 2) Safety and health of employees of partners
 - Industrial safety: We eliminate risk factors that may threaten workers' safety in advance and implement measures and education for workers' safety in accordance with laws and regulations.

- Industrial accident and disease management: We establish and implement systems and procedures to prevent and manage workers' industrial accidents and diseases.
- Occupational hygiene and health: We provide a hygienic and safe working environment and auxiliary facilities for workers and strive to improve working conditions continuously.

3) Environmental management of partners

- Compliance with environmental laws and regulations: We faithfully comply with relevant laws and regulations and acquire, maintain and manage environmental licenses and registration matters prescribed by relevant laws and regulations.
- Reduction of wastes and efficient use of resources: We make efforts to reduce all types of wastes and the use of resources such as energy and water.
- Environmental pollution prevention: We faithfully comply with relevant laws and regulations, identify pollutants that may be harmful to humans or cause environmental pollution, and handle and manage them safely.

4) Ethical management of partners

- Fair and honest business conduct: We faithfully comply with related laws and regulations, do not conduct unfair transactions, and conduct business honestly and transparently.
 - Prohibition of bribery and anti-corruption: We faithfully comply with related laws and regulations, prohibit any form of bribery, and continuously make efforts to prevent corruption.
 - Personal information protection: We faithfully comply with related laws and regulations, protect the personal information of individuals, including customers, and take technical and physical measures to achieve this.
 - Win-Win with partners: Partners pursue mutually respectful relationships with their business partners and do not enforce unfair behavior using superior status.
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Win-Win Management Practice Activities

JB Financial Group maintains a win-win partnership with various companies, including IT security, credit rating, auditing, computer equipment, personnel dispatch, construction, interiors, and procurement of general office supplies. This enhances the professionalism, stability, and transparency of financial companies, enhances the safe management of customer assets and the efficiency of corporate operations.

1) Fair transaction

JB Financial Group faithfully complies with the laws and regulations related to fair competition and fair transactions and enacts and operates "Internal Regulations on Purchase and Agreement" for fair and transparent purchase and agreement. In addition, the Company operates a procurement and agreement review committee composed of internal and external experts in addition to the relevant departments to prevent major purchases and agreements from unlawful solicitation. The Company's Compliance Office and the Legal Department conduct regular monitoring activities on the procurement and contracting procedures.

2) Trusted Transaction

JB Financial Group seeks to ensure transactions with mutual respect, not unilateral transaction between A (purchaser) and B (supplier). In preparing an agreement, the agreement is prepared through mutual consultation and agreement with suppliers rather than unilateral and unfair contracting methods. In-house training is also provided to prevent any unfair demand, solicitation, or improper speech of employees of partner companies. In order to protect customer information, most importantly, we conduct regular and unannounced monitoring and surveillance activities to prevent customer information leakage.

3) Win-Win cooperation with local SMEs, small business owners and social enterprises

JB Financial Group has a strong perception of the regional economic community bound together by a common destiny that "JB Financial Group can be better off if SMEs and small business owners in the region are better off". Therefore, we purchase goods of local SMEs and small business owners as long as they do not violate the principles of fair competition and fair transaction.

In addition, Jeonbuk Bank regularly holds "Culture Day" events in partnership with local culture and arts related social enterprises and provides local residents with various performance opportunities. This provides a foundation for social contribution to local residents and stable growth of local social enterprises. In addition, Jeonbuk Bank and Kwangju Bank are taking the lead in revitalizing local markets. We actively cooperate and support local government supported projects to revitalize local markets, and win-win cooperation with local small business owners through the handling of traditional market gift certificates and encouraging the use of traditional markets during traditional holidays.

